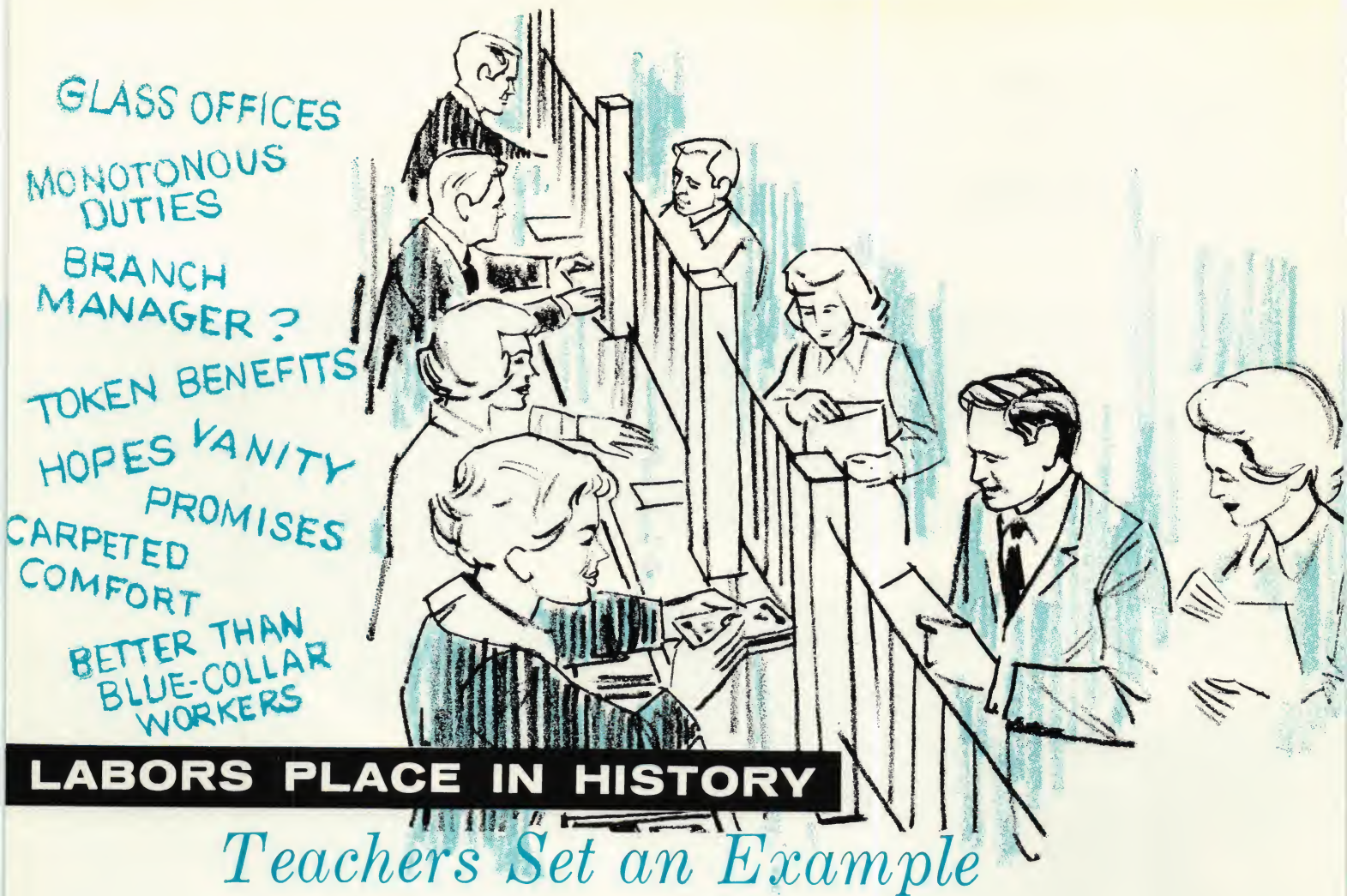


NATIONAL TRANSPORTATION WEEK



MAY 15-21

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DURING the 1920's, some leading social scientists were prone to predict rapid unionization of white-collar workers in the United States.

Such predictions generally failed to come true, not only in the 'Twenties but right up to the 'Sixties. Teachers have been the notable exception. In recent years, they have stirred themselves into one significant collective bargaining success after another.

But the great preponderance of white-collar workers still labor without the benefit of good wages, hours, and conditions protected by union contract. This is especially true in the banks and related financial institutions lining the money avenues of America.

There are thousands of chromium and glass offices where hundreds of thousands of unorganized white-collar workers bend over their tasks. True, they often enjoy air-conditioned and carpeted comfort. Yet they are chained to monotonous duties by the illusion that they might one day be a branch manager, assistant vice president, or even the chairman of the board of the corporate giant for which they slave.

The employer, meanwhile, is not asleep at the switch. He issues token benefits in terms of health and welfare plans. He provides minimal pensions that can be destroyed by executive whim at any moment. Most of all, the employer maintains a subtle pattern of wages which he uses both as a carrot and stick to discipline the office staff.

Some of the wiliest of employers still foster the division of class idea, suggesting to the white-collar worker that he is better than the blue-collar worker simply because (1) he is not one of them, (2) he is professional, (3) he is of management caliber.

The first argument, of course, is a vulgar appeal to vanity.

The second argument is fallacious; professionalism is almost always a matter of special education graced by the right to make alternative decisions free of supervision.

The third argument is a downright lie; only a few individuals ever really fit the management mold ordained by corporate heads who seem to want their policies perpetuated forever and ever by a certain type of faceless princeling.

For the pie-in-the-sky that flits like a phantom through every white-collar office, there is no real definition. Thousands of white-collar workers vainly seek a cut of it, however. They live on hope and promise—prodded by the pin-prick of unseen incentives—and the unlucky ones retire with bitter memories.

Teachers have set some wonderful examples for white-collar workers everywhere in the past two or three years. Long-suffering and lowly-paid, they have risen up and discarded their phony mantle of professionalism.

Possibly the clarion for white-collar workers was sounded in the strike of New York City teachers when a radio announcer asked a teacher picket whether he felt that he was losing dignity walking on a picket line with a sign in hand.

"Dignity, hell!" the teacher cried. "I just want to make a living!"

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THE INTERNATIONAL Teamster

DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

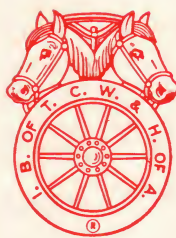
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**Economists Split on Inflation;
Can't Agree on Definition or
How to Solve Problem**



The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

Editorial material should be addressed to:
Teamsters Union, Office of Public Relations and Publications,
25 Louisiana Ave. N. W., Washington, D. C. 20001.



POSTMASTERS—ATTENTION: Change of address cards on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington, D. C. 20018. Published monthly at 810 Rhode Island Avenue, N. E., Washington 18, D. C., by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in U.S.A. Subscription rates: Per annum, \$2.50; Single Copies, 25 cents. (All orders payable in advance.) Printed in national and informational editions.



From The

FIELD

Member Risks Life At Wreck Scene

Robert Welch, a member of Teamster Local 25 in Boston, Mass., received recognition recently for help given to a Catholic priest after an accident, and for risking his life to slow traffic on an icy highway.

The Rev. John A. Koonz of Our Lady of Hope Church in Springfield, Mass., wrote a letter to Welch's employer, Associate Transport, commending the Teamster who came to the cleric's aid after the latter's auto had overturned on the Massachusetts Pike.

Welch stopped his rig near the tipped car and helped the unhurt priest into the cab of his truck to keep warm. Then Welch stood outside for 45 minutes in the snow and cold to warn other motorists so that they might slow down and prevent yet another accident.

The driving was described as hazardous. Any motorist might easily have gone into a skid and hit Welch who stayed in the road with his warning light. The priest wrote:

"His first thoughts were his concern for me and the safety and welfare of other drivers who were apt to be unaware of the danger in that section of the highway. He even waited after the state police arrived to be sure I would be taken home."

The priest added: "I would like to commend Mr. Robert Welch on the courtesy and kindness he showed toward me and I congratulate your company for having such a fine man of high caliber working for you."

Welch, understandably pleased with Father Koonz' remarks, got to reminiscing about other occasions that he has helped motorists in trouble during 25 years of driving a truck.

Welch said there was one time when he stopped to help a woman with a flat tire. After fixing the car's flat, the woman's well-dressed husband popped up out of the bushes, thanked Welch, and drove off.

Irish Teamster Observes Easter Rebellion Date

James J. Mullally, secretary-treasurer of Teamster Local 367 in St. Louis, recently represented the Missouri city at the 50th anniversary celebration of the famous Easter Rebellion in Dublin, Ireland.

Mullally was too young to take part in the ill-fated uprising that took place in 1916, but four years later he joined the Irish Republican Army and took part in the fight against the British.

He was appointed by St. Louis Mayor Alfonso J. Cervantes to present a personal letter to the Irish Prime Minister Sean Lemass. Mullally once shared prison time with Lemass during the Irish fight for independence.

IBT Vice President On Job Committee

International Vice President Harold J. Gibbons recently was named by St. Louis Mayor Alfonso J. Cervantes to the Full Employment Board in the Missouri city.

The board, composed of civic and government leaders, will direct a joint effort by labor, industry, government, and community leaders to realize full employment in St. Louis.

A pilot project set up by the Department of Labor, the Full Employment Board will receive federal funds to promote full employment, particularly among disadvantaged citizens of whom there are an estimated 20,000 in St. Louis.

Local Charter Member Dies Beside Truck

Charles F. Ransom, a trustee and charter member of Teamster Local 36 in San Diego, Calif., died on the job recently.

Ransom was found dead of a heart attack alongside his truck. He was originally initiated into Teamster Local 542 in 1936 prior to the chartering of Local 36.

Ransom served the union as a trustee for 16 years.

Seattle Teamster Gets Hero Award

Loren C. Woods, a member of Teamster Local 66 in Seattle, Wash., recently was awarded the Carnation Co.'s president's citation for saving the life of a small girl trapped in an automobile that plunged into the Sammamish Slough near Bothell, Wash., last October.

Besides the citation, Woods also received a \$100 U.S. Savings Bond. He was nominated by the company for the Pasteur Medal Award of 1966 which is given annually by the Milk Industry Foundation.

'Teamster Day' Set By Oregon Track

The North Portland, Ore., race track known as Portland Meadows has scheduled a "Teamster Day" complete with a feature race named the "Teamster Handicap" in honor of Teamster Joint Council 37.

Members of Teamster Local 255 man the Portland Meadows pari-mutuel windows as well as the parking lot chores.

W. J. Wineberg, president of Portland Meadows, commented on the unique program, saying "as far as we are concerned, there's no greater bunch of mutuel clerks anywhere. Our crew is tops and we are proud of them."

Message of the General President



Highway Safety

ALMOST ANYONE willing to apply common sense to the problem of auto safety will admit that there is a limit to the amount of regimentation which can be 'built-in' to the men and women who drive cars and trucks.

Stricter licensing, stiffer penalties for drunken drivers and repeating violators, all incorporated into a model Federal Traffic Code which would spell out uniform rules of the road, just about describe the scope of dealing with the 'fool' behind the wheel.

The next application of logic is to admit that beyond that limit of driver regimentation, tragic accidents will still occur on the nation's roads and highways. Where, then, can a nation turn for a solution to the problem.

If one is willing to admit that when the full effort is made to weed out those who kill in autos and trucks because of carelessness, complete disregard for rules of the road, and because their judgment is impaired by drinking and medicines, then the next step is to build vehicles in such a manner to protect to the maximum those who still become victims of traffic merely because autos and trucks are operated by people instead of computers.

This can be accomplished only by safety standards for vehicles set by the federal government and enforced by an agency of that government.

The argument that the American auto buying public will not buy safety over style is a

hollow presentation of logic. In simple terms, the American auto buying public has never yet had that choice.

One of the most startling of highway statistics is the frequency in which aged trucks are involved in accidents. No one should quarrel with the suggestion that these aged vehicles be removed from the highway.

Congress can be accused of giving only lip service to the question of highway safety if it does not rewrite the Interstate Commerce Act to include all trucks under the ICC safety regulations, and then appropriate enough money to permit the ICC to enforce those regulations.

Like all other issues which face the American public, the question of auto safety has finally become a popular subject for debate, and many will declare "it is about time."

However, unless federal standards of safety in vehicle design are incorporated into law, and unless provision is made to remove unsafe vehicles from the road, traffic deaths will mount and each additional statistic will mock the failure of the Congress to do so.

James R. Hoffa

STATE OF THE UNION

Hoffa Testifies:

Vehicle Safety Standards Need To Be Written into Highway Act

"SOMEBODY has to fix standards," said Teamster General President James R. Hoffa when testifying in April before the Senate Commerce Committee holding hearings on the proposed National Highway Safety Act of 1966, and added, "This com-

mittee has the responsibility to incorporate standards right into the law, and that way nobody can avoid them."

Hoffa's comment came during questioning by Senators after he had delivered a prepared statement related

primarily to highway safety in the motor freight transportation field.

Hoffa was joined in his stand in favor of federal motor vehicle safety standards by several other witnesses who also felt more teeth were needed in the Highway Safety Act than the

Teamster General President James R. Hoffa is shown testifying last month on highway safety before the Senate Commerce Committee. Hoffa called for vehicle standards

written into law. At witness table with Hoffa is IBT Legislative Counsel Sidney Zagri.



discretionary authority provided in the Administration bill.

Under the proposed measure, the Secretary of Commerce would be prohibited from putting standards into effect for two years. This was a concession to state's rights advocates who fear the shadow of federal law in any form, even when it concerns highway carnage.

Testifying more than an hour on behalf of more than 1,720,000 Teamsters Union members and their families totaling some six million highway users, Hoffa said:

"I favor a bill with mandatory safety standards—not merely the authorization of the Secretary of Commerce to promulgate standards two years from now if he thinks voluntary action has failed; a bill which requires mandatory inspection and testing, not merely at the discretion of the administrator; a bill which covers all phases of transportation and does not exclude from its scope trucks presumably covered by safety regulations under the Interstate Commerce Act."

National Safety Policy

Generally endorsing the National Highway Safety Act of 1966, Hoffa said "it represents for the first time a truly national safety policy and program." It was, he suggested, a noble reply to the human tragedy visited upon families surviving 50,000 deaths and 4.5 million injuries in accidents during 1965.

"But unless we use in a proper manner the new super highways that are being built," Hoffa reminded the Senators, "we have accomplished nothing in the way of safety."

It was for this reason, he said, that the Teamsters Union favored safeguards built into the law.

Hoffa urged that motor trucks be included in any set of vehicle standards that might be enacted in the Safety Act. The proposed bill would exempt motor trucks covered by Interstate Commerce Commission regulations. Said Hoffa:

"Implicit in this exemption is the assumption that the ICC has adequate legislative authority to deal with the problem of truck safety, and that it has the necessary enforcement machinery to effectively implement these regulations. Further, it assumes that the ICC has a policy and staff to conduct research in highway safety as it relates to truck-

Drivers Test Slated for Television

An estimated 30 million people watched the first National Drivers Test on television last year and now the Columbia Broadcasting System has scheduled a second exam—the new 1966 National Drivers Test—for airing on the network Tuesday, May 24. Sponsors of the program say that this year's test promises to be bigger and better and will cover key areas of traffic safety not included in the first show.

ing. Nothing could be farther from the truth."

Hoffa referred to testimony given recently by ICC Chairman Charles A. Webb to another Senate committee admitting that the ICC did not have any program or funds for the purpose of research—an area covered in great detail by the proposed legislation.

"The ICC," Hoffa said, "concedes inability to conduct more than a token inspection with its limited force

of 99 inspectors covering a minimum of two million for-hire carriers, and a substantial portion of 12 million others registered in the United States."

Hoffa emphasized that ICC inspections are sporadic and take place primarily where safety violations are at a minimum—the offices and terminals of the common carrier.

"Inspection is almost completely non-existent with reference to the unauthorized, exempt, and private carriers ('gray area' operators) where the violations are flagrant and continuous," he said.

Gray area operators, also known as "gypsies," are seldom, if ever, caught up with except on occasional spot-checks. The danger in this lack of enforcement was illustrated in a nationwide road check conducted by the ICC in the first six months of 1963. Some 17,000 trucks with at least one visible or audible safety violation were inspected by the ICC.

"The road check," Hoffa said, "disclosed that of carriers with 10 or more equipment defects, 23.7 per cent were either exempt or 'gray area' operators, while only 2.8 per cent were authorized carriers."

This undoubtedly was a good reason why the accident rate per one

Teamster General President James R. Hoffa examines a foreign automobile following testimony before the Senate Commerce Committee on safety. The foreign automobile was presented by manufacturers as a model of safety design.



million miles from 1961-65 was 4.10 for the intercity (regulated) common carrier, and 13.26 for all trucks.

Hoffa said: "The problems of unsafe trucking equipment, the unsafe truck driver, and unsafe highways can be most effectively dealt with by vesting the full authority for highway safety over all transportation in one agency under one head."

In discussing unsafe equipment, Hoffa explained that the number of unsafe trucks on the highways increases steadily as gray area operations expand at the expense of the common carriers. He said:

"In 1964, over 1.1 million trucks were between 16 and 17 years old. . . . Without preventive maintenance, trucks with over one million miles in the 10-year group and over 1.5 million miles in the 16-17 year group, are nothing more than death traps on wheels."

Hoffa told the Senators that the practice of the larger truck lines is to write off equipment in three to four years and dispose of the trucks in six or seven years. Truck manufacturers will write preventive maintenance and repair contracts on new trucks only for a maximum

period of four years; after that, the cost of maintenance increases to the point that it is more profitable to trade the truck in for a new vehicle. He added:

"The second-hand dealer who purchases the used truck finds a market among the gray area operators who find it uneconomic to maintain this equipment and profitable to run the risk of flagrant and continuous violations of the ICC safety code."

Hoffa recommended that the administrator of the National Highway Safety Act be directed and empowered to require used truck dealers to comply with mandatory standards before resale is permitted.

Additionally, any truck 10 years or older should be presumed to be unsafe with the burden shifting to the owner to prove the equipment is safe by compliance with an annual inspection.

Hoffa also recommended that the gray area operator should be required to undertake the same "maintenance contract" responsibilities that the common carrier does, such contracts guaranteeing inspection, lubrication and minor adjustments every 3,000 miles. He said:

"The basic point is that by cheating on the preventive maintenance or repair, the gray area operator exposes the driving public to the hazards of unsafe equipment by engaging in unfair competition with the legitimate carrier."

The unsafe truck driver, Hoffa testified, "is a direct result of the economics of the gray area operation"—the haulers who try to make long hauls without stopping because of the perishable nature of their commodity and the desire to cut prices.

Hoffa noted that the death of the late Congressman Thompson of Louisiana was caused by a gypsy operator who had been on the highway 21 consecutive hours in violation of ICC maximum-hour standards and who suffered from glaucoma in both eyes as well as diabetes.

Since it would take a large federal corps of inspectors to police drivers and equipment, Hoffa recommended that the administrator of the Act be directed to impose by regulation a responsibility on the shipper and the trucker to assist in policing safety regulations. He suggested the following procedure:

Spot Checks

—Require the shipper to time-stamp the driver's log in the case of the exempt carrier. This would permit inspectors to spot-check the number of hours the driver has been on the highway and the time elapsed between trips. It would be an effective check on the gray area operator.

—Require dispatchers to inspect the driver's log for maximum hours permitted, minimum number of hours between trips, and safety of equipment before dispatching a trip.

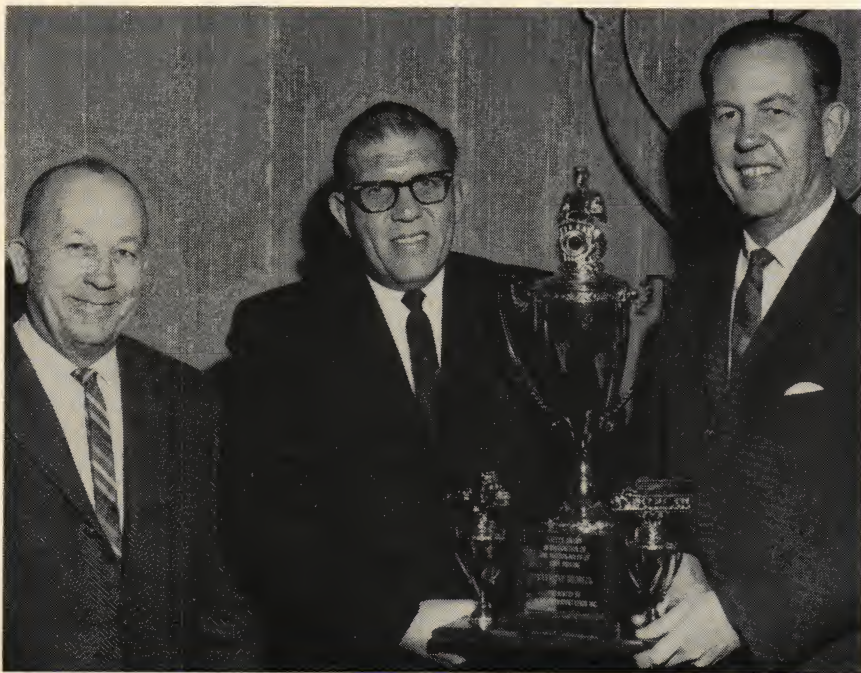
—Require that the log be stamped by an authorized garage indicating a complete safety check of the equipment immediately prior to the dispatcher authorizing the run.

—Impose penalties on the trucking company if the dispatcher was in violation for failing to check the log for either maximum-hour or equipment-certification requirements.

—Impose penalties on the shipper if he contracted for a shipment when a time stamp on the log indicated a violation of maximum hours or rest-period requirements on the previous load.

Hoffa said a spot check of the driver's log on the highway (this could be done at weighing stations)

Safe Million-Miler



Raymond Brobeck (center), a member of Teamster Local 962 in Medford, Ore., and employed by Acme Transportation, Inc., recently was honored for driving more than one million miles without an accident of any kind. Shown with Brobeck and the trophy he received are Bob Shaw (right), Local 962 secretary-treasurer, and Charles Ward (left), Local 962 business representative. Brobeck also received a \$250 award from the company. He is only the second employee in the company's 32-year history to compile such a safe-driving record.

would result in extensive compliance with existing safety regulations.

He explained: "Thus, the shipper and the dispatcher would become the instruments of a built-in industry policing system, with failure to comply with these regulations to result in injunctive and civil forfeiture penalties."

In conclusion, Hoffa invited the

members of the Senate Commerce Committee "to spend two days with me in checking unsafe equipment and unsafe drivers on the highway."

He said, "You will not fully appreciate the scope and the depth of the problem until you witness first hand the extent of the violations that are taking place and the complete inadequacy of enforcement."

Sweet Victory

Some 500 Candy Workers Pick Teamsters in Vote

Nearly 500 employees of the Hollywood Candy Co., of Centralia, Ill., voted for Teamster representation after hearing a speech by General President James R. Hoffa and are now affiliated with Teamster Local 50 of Belleville, Ill.

The tally in the National Labor Relations Board election was 278 to 193.

Joining Hoffa in making a presentation to the candy workers three days before the balloting were International Vice President Harold J. Gibbons and E. E. (Hawk) Hughes, president of Teamster Joint Council 65 with which Local 50 is affiliated.

Hollywood Candy Co. is a branch of Hollywood Brands, the third largest candy manufacturer in the United States, which claimed a \$25 million sales volume last year. The firm has a history of always having been a non-union organization operating on a policy of substandard pay and working conditions.

Hughes said collective bargaining goals for the new Teamsters will center around bread and butter gains with improvements—in their present wage rates and a paid health and welfare program uppermost on the list of needs.

Other important issues, Hughes said, include establishment of a fair seniority system; establishment of a fair grievance system; a system of posting job openings for bid; equal pay for equal work; the right to take a leave of absence, especially in the case of pregnancy, and elimination of the company's unfair point system.

Hughes said the president of Hollywood Brands had attempted to influence employees through the entire campaign by leaflets, warnings, letters

to their homes, rumors, and telephone calls.

Hughes said that in one letter the company president bragged that a strike at the company 20 years ago had cost many employees their jobs and that "for various reasons some never did get a job again."

Teamster Joint Council 65 had been conducting a related organizing campaign at Hoben Candy Corp., another branch of Hollywood Brands, in Ashley, Ill.

Immediately after the Teamster victory at Hollywood Candy Co., in Centralia, the Hoben company signed a quick open shop contract with District 50 of the United Mine Workers to stifle the Teamster efforts.

Hughes said the Hoben-District 50 agreement was negotiated for 250 employees by company foremen and supervisors and was completed in six hours. He added:

"It has no provision for improve-



"Look, Joe! They accepted my idea for highway beautification."

ments in working conditions, no health and welfare, no union shop recognition, and no changes in their present vacation or holiday schedule. It calls for only a 5-cent hourly increase with 8 cents next year, not nearly enough to bring these people up to a decent scale."

The Teamsters Union has filed unfair labor practice charges with the National Labor Relations Board as a result of the Hoben-District 50 deal.

Hughes said the Hoben workers were persuaded to sign cards for District 50 because of "a fast campaign of lies." He explained:

"They were told that the Teamsters had called a huge strike at the company's Centralia (Hollywood) plant because the company wouldn't go along with wage demands in excess of 55 cents per hour. This was untrue, but the employees at Hoben needed their jobs and were afraid to take that chance—so they were sold out for 5 cents an hour."

● Gas Contract

Some 2,100 members of Teamster Local 618 employed as service station attendants in the St. Louis, Mo., area won an hourly wage increase of 45 cents in a reopener of the contract which extends to Oct. 31, 1971.

Melroy Horn, president of Local 618, said the wage rates now will range to a minimum of \$99.84 per week for driveway attendants to \$132.96 per week for working managers. The contract covers 1,250 service stations.

The agreement also provides for an employer contribution of \$15 per month for each employee to a health and welfare fund.

● Bakery Ballot

Employees at 10 locations of Hart's Bakery voted overwhelmingly for representation by Teamster Local 574 of Cape Girardeau, Mo., in a recent National Labor Relations Board election.

Thomas Edwards, Local 574 secretary-treasurer, said driver salesmen, transport drivers, garage mechanics, and mechanic helpers voted 72 to 2 for the union. There were 82 eligible to cast ballots.

Edwards said Hart's, a notoriously anti-union operation for 25 years, had recently sold its main plant at Sikeston to Interstate Bakeries of Kansas City.

Warehouse Director

John J. Greeley Appointed Gen'l Organizer by Hoffa

John J. Greeley was appointed General Organizer by General President James R. Hoffa and assigned the di-



John J. Greeley

rectorship of the National Warehouse Division effective last April 1.

Greeley, born in Boston, Mass., Jan. 4, 1911, brings a wealth of warehousing experience to his new post. A charter member of Boston Local 829 in 1937, he became the union's recording secretary a year later and then was named business agent in 1941.

When International Vice President Thomas E. Flynn established the Eastern Conference of Teamsters, Greeley was brought in to head the new organization's Warehouse and Cannery Divisions in 1954. In recent years, he specialized in warehousing and has played a leading role in all the recent Teamsters Union development in that field.

Greeley participated in the campaign which resulted in the first Teamsters National Warehousing Agreement with National Tea Co. He also figured prominently in the organizing of A&P warehouses in Buffalo, N.Y., Portland, Me., and Charlotte and Raleigh, N.C., along with A&P's peanut plant in Suffolk, Va. He was on the scene, too, dur-

ing organizing of Colonial Stores warehouses in Virginia and the Carolinas.

Greeley is married and has 5 children and 12 grandchildren.

• News Drivers

A majority of contract drivers employed by the Portsmouth (O.) Times voted for Teamster representation in a recent National Labor Relations Board election.

Mit Duncan, secretary-treasurer of Teamster Local 413 in Columbus, O., said the 16 drivers, who deliver newspapers to rural subscribers, voted 11 to 5 in favor of the local union.

• Truck Ballot

Drivers hauling mine and mill supplies for the Harchelroad Trucking Co., in Pittsburgh, Pa., voted for Teamster representation in a recent National Labor Relations Board election.

John V. Reed, business agent for Local 249, said the ballot count was 6 to 2 in favor of the Teamsters.

• Auto Parts Vote

Two drivers employed by Fremont Mfg., Corp., an auto parts maker at Fremont, Ind., voted for representation by Teamster Local 414 in a recent National Labor Relations Board

election, according to Harold Piper, secretary-treasurer of the local union.

Teamsters Join Training Program For Mechanics

Michigan Teamsters will join with Machinists Unions, the Michigan Trucking Assn., and the Department of Labor in a program starting in June to train truck mechanics.

The program will provide four years of training, both on the job and in the classroom, for a total of 8,000 hours. Trainees will be on trucking company payrolls and will be paid 70 per cent of the journeyman's rate for the first six months, with 3 per cent increases every six months.

Officially called the Truck Mechanics Apprenticeship Program, the training will be administered by a State Joint Apprenticeship Committee consisting of representatives from the Teamsters, the Machinists, and the motor carriers.

Federal money will help reimburse the instructor's time. The apprentice taking the training will be required to sign a four-year agreement with the employer.

Companies taking part in the program may select the trainees from among present employees, provided they are being upgraded, or from among newly hired workers. All trainees must be registered with the Michigan Employment Security Commission.

The program is expected to answer a critical problem in the motor carrier industry, that of finding qualified truck mechanics.

IBT-Brickworkers Enter Into Mutual Assistance Pact

A no-raid and mutual assistance pact has been entered into between the International Brotherhood of Teamsters and the United Brick and Clay Workers of America, AFL-CIO.

The agreement was worked out last month in Teamster headquarters in Washington, D. C., between Teamster President James R. Hoffa, Paul Pelfrey, president, and George Popovsky, secretary-treasurer, of the Brick and Clay Workers.

In announcing the agreement between the two International Unions, Hoffa urged all Teamster affiliates to cooperate with the intent and spirit of the agreement, which includes participation in joint organizing campaigns.

National Gain

Cost-of-Living Increase Applied to Welfare Fund

A 3-cent per hour cost-of-living increase for a half-million over-the-road and city cartage drivers covered by the National Master Freight Agreement and supplemental contracts has been applied to health and welfare funds by agreement of Teamster and management negotiating committees.

General President James R. Hoffa, in announcing the disposition of the cost-of-living gain, said the object was to maintain and improve the eye and dental care programs. He commented:

"The increased purchasing power of the three cents as part of the

health and welfare fund, where it is not taxable, will far exceed the value of that three cents in wages, considering income and other taxes."

Dental and eye care programs have now become applicable not only to the Teamster but to his entire family, under the National Freight Agreement.

"We knew from the outset that this would be a very costly operation," Hoffa said, "but we consider it well worth every cent spent, so that the new generation which will ultimately take our place will have the benefit of the farsightedness of their parents, the union, and the negotiating committee."

Hoffa pointed out that many international unions, in negotiation of their present labor contracts, have had to use the first-year wage increase to maintain their welfare funds. He said:

"But in every instance when our Master Freight Agreement has been negotiated, along with the supplements, the employees have received each year a take-home pay increase, plus other fringe benefits, that are far in excess of the average increase being negotiated by labor unions in general."

An additional factor in diverting the 3-cent increase into health and welfare, Hoffa said, was the realization that Medicare will go into effect next July "and that even the experts cannot predict what effect this will have on the cost of hospitalization." He added, "This action, therefore, was taken to make sure this fund is a solvent, well-operated fund."

The action by the negotiating committees increases the employers' health and welfare contribution to a total of \$8.50 per week for each employee.

● Clerical Workers

In an election conducted by the National Labor Relations Board, clerical workers employed by Safeway, Fred Meier, Inc., and Piggly Wiggly in the Portland area have voted by a 4 to 1 margin for representation by Local 223. The clerical workers chose the Teamsters over the Office Workers who formerly represented them.

Local No. 7 Organizes 800

Teamster Local 7 of Kalamazoo, Mich., with a record of organizing more than a dozen new plants for a total of more than 800 new members in 1965, is extending the local's success into 1966.

Frank Stock, secretary-treasurer of Local 7, reported recently that 100 production and maintenance men and drivers employed by Harris Pie Co., in Saugatuck, Mich., voted for Teamster representation recently.

Fruit Cannery

Last year, one of Local 7's most significant organizing victories was at Michigan Fruit Cannery, Inc., where some 200 workers at the company's cannery in Fennville, Mich., and 175 workers at another cannery in South Haven, Mich., voted for Teamster representation. Some 80 workers at the company's Riverside Coloma, Mich., canned goods warehouse also voted Teamster.

Other noteworthy election victories by Local 7 last year included 100 county road drivers and maintenance men employed by Berrien County at Benton Harbor, Mich., a story previously reported in *The International Teamster*, and some 80 drivers and warehousemen employed by the Paw Paw Plating Co., in Paw Paw, Mich.

WCT Opens Los Angeles Office

The Western Conference of Teamsters will open an office in Los Angeles, according to an announcement by Conference Director Einar Mohn.

The move is being taken to "make the Conference's varied services more accessible to Local Unions throughout Southern California."

A similar office was recently opened in Salt Lake City.

Mohn announced that it is his intention to spend one day each week in the LA branch office which will be established in the building of Joint Council No. 42. The new facility will serve to coordinate the work of Local Unions, unifying them in their common interest and endeavors.

Local 860's New Home

Teamster Local 860 has moved to new quarters in a famous old section of San Francisco. Although closer to the main part of the city, the headquarters is located in the warehousing area south of Market St. Mark O'Reilly, Local 860 secretary-treasurer, says the move makes the local union more convenient for the membership. Sharing the location is Teamster Local 350 which represents the Sanitary Drivers of San Francisco.



At Joint Council 16

Pilot Medical Program to Provide Comprehensive Care for Teamsters

LONG-AWAITED, the Comprehensive Care Program, providing a group of Teamster families with one of the widest ranges of health care services available in any program in the country today, will start operation July 1 at the Montefiore Hospital in New York City.

The 2-year trial program, sponsored by Teamster Joint Council 16 and Management Hospitalization Trust Fund, will cover 1,000 Teamsters and their families, an estimated total of about 3,500 persons.

The Fund's trustees voted to subsidize the pilot program in order to proceed with what it considers to be a necessary and valuable next step in its long-range effort to improve the quality of medical care available to Teamster families, and to evaluate the actual costs of such high-quality care.

As a result, a previously announced contribution of \$4 weekly per family as a basis for participation has been eliminated. The program will therefore be offered cost-free to the 1,000 families selected from eligible Teamsters residing in the Montefiore Hospital area.

Facilities to develop the program in other areas are not yet available, according to Joint Council 16 officials.

At the end of the 2-year trial program, the trustees will decide—on the basis of studies conducted by Columbia University and by Montefiore Hospital—whether the program should be expanded, altered, or discontinued.

A full-time staff of physicians and other medical personnel at Montefiore will devote their time exclusively to the health and medical needs of the 1,000 Teamster families. Headquarters for the program will be in a newly-constructed building where space has been made available exclusively for the Teamster Comprehensive Care Plan.

The center will be fully equipped for medical and dental services. The entire program will be supervised and directed by the fund's consultants from Montefiore and the Columbia University School of Public Health and Administrative Medicine.

Participants in the ground-breaking experiment in quality health care will be drawn from the local unions participating in the present Teamster Center program and will be limited to those residing in a specified geographic area accessible to Montefiore Hospital.

The Comprehensive Care Program will be all-inclusive. It will provide all medical, surgical and diagnostic

care; families will have their Center Family Doctor for home, office, and hospital visits; the program includes full dental care except for orthodontia; intensive short-term psychiatric treatment; optical care, including eyeglasses; prescription drugs; anesthesia; visiting nurse care; all medical appliances such as casts, crutches, wheel chairs, and so forth; podiatry; radiation and radium treatment; allergy care; rehabilitation and physiotherapy.

For those Teamster families who will not be covered by the Comprehensive Care Program, the full services of the Teamster Center will continue to be available.

The Teamster Center, now in its fourth year, has aided more than 9,000 Teamsters and their dependents with medical and related problems.

Wyoming Win

By a vote of 19 to 2, Local 307 in Casper, Wyoming, has won the right to represent the workers of the Triangle Packing Company plant in Worland, Wyoming.

Initiations Show Increase In 1st Quarter

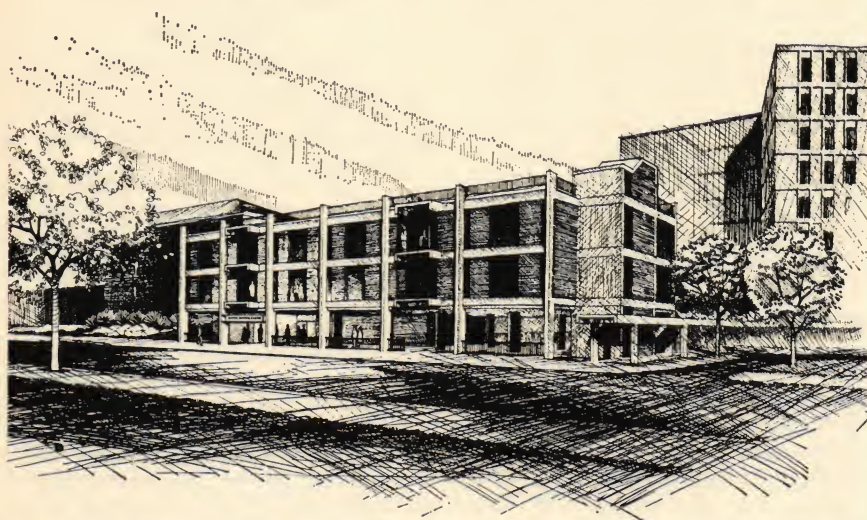
Initiation fees forwarded to the International Union headquarters totaled 79,337 in the first three months of 1966—an increase of slightly more than 17,000 over the same period in 1965.

General Secretary-Treasurer John F. English reported that initiation fees in March totaled approximately 24,000 for a gain of almost 5,000 over the same month last year.

During the month of March, when per capita tax payments are generally at their lowest due to seasonal drops in Teamster membership, the per capita reflected a membership of 1,449,000—an increase of about 39,000 over March, 1965.

English said the average per capita totaled 1,571,000 in the first quarter of the year for a gain of 80,000 over the first quarter of 1965. The increase was almost four times the gain for the same first-quarter period between 1964 and 1965.

All four area conferences have shown gains in both initiations and per capita tax in the first quarter.



This is an artist's drawing of the new diagnostic and treatment building at Montefiore Hospital in which space has been provided for the exclusive use of the Teamster Comprehensive Care Program at Joint Council 16.

WCT Cannery Council

To Adopt Uniform Bargaining To Eliminate Differentials

Teamster canning and food processing unions throughout the Western Conference of Teamsters have adopted a policy of uniform bargaining aimed at elimination of differentials which exist now from region to region.

Delegates to the 23rd annual meeting of the Western Council of Cannery and Food Process Workers Unions, meeting in Palm Springs, California, last month, sanctioned the program which is designed to strengthen the bargaining capability of the local unions and present a common front in dealing with employers.

Work toward the new bargaining approach is to be accomplished through three newly named committees. A Western Food Processing Coordinating Committee, a Western Food Processing Policy Committee, and a Supplement Committee are the organizational vehicles through which the new bargaining approach will be undertaken.

Power of Attorney

The Supplement Committee is subdivided to represent various segments of the industry—California frozen food, Oregon food processing, Western Washington food processing, Eastern Washington food processing, potato processing, can plants and miscellaneous plants.

As soon as power of attorney is obtained from local unions, meetings will be held to formalize various committees established under the program. Authority to bargain on behalf of local unions is to be vested in the Supplement Committee.

Under the rules adopted, local unions would first submit proposals to the Supplement Committee, which will consolidate them and pass them to the Western Food Processing Coordinating Committee for review.

The proposal would then be submitted to the Western Food Processing Policy Committee for final approval. Once approved, the proposal would be presented to employers by the Supplement Committee to begin negotiations.

In progress reports, delegates to the meeting were advised that:

1. As of March 1st, pensions for seasonal workers in California can-

neries went into effect. The retirement benefits for the seasonal workers run from \$47.50 to a maximum of \$57 monthly. During the first month of the plan, 530 applications were processed.

2. Some 250 California cannery workers with 15 years or more of service now are on 'sabbatical leaves' of nine weeks, plus normal four-week vacations with full pay as well as fringe benefit protection. The sabbaticals run to around \$1,200 for each person and up to 650 will be taking this extended leave in 1966.

3. More than \$300,000 has been accumulated in employer contributions to finance a health examination program for cannery workers under the current California cannery contract. The program provides for the purchase of mobile laboratories which will provide for physical examinations at plant sites.

Additionally, delegates met John Greeley, newly appointed chairman of the National Warehouse Division; heard IBT Chief Economist Abraham Weiss discuss new trends in multi-



union bargaining; heard a discussion of the techniques of consumer boycotts; heard Dave Sweeney report on the progress of amendments to the Fair Labor Standards Act which affect cannery workers; and heard a discussion of new methods of processors, such as packing at field sites rather than central plants.

Also discussed was the development of Mexican workers coming into the country with green and blue cards thus enabling them to drive trucks and operate mechanical equipment. Both developments take jobs away from Teamsters.

● Plastic Pipe

More than 100 new members were added to the roster of Teamster Local 89 of Louisville, Ky., recently when employees of Cabot Piping Systems voted overwhelmingly for union representation in a National Labor Relations Board election.

Marion Winstead, secretary-treasurer of Local 89, said 111 production, maintenance, shipping and receiving, porters, janitors and inspector workers were eligible to cast ballots. Some 70 voted for the union and 41 were against.

The company, part of the plastics division of the Cabot Corp., manufactures plastic pipe fittings and valves.

● Florida Dairy

Driver-salesmen and dockmen employed by Velda Farms Division of the Southland Corp., in Orlando, Fla., voted for Teamster representation in a recent National Labor Relations Board election.

Paul H. Parker, business manager for Local 512, reports the company wholesales and retails dairy products.

Public Gives Good Image To Business

Most of the American public is apt to be overly generous in its attitudes toward business if a recent Harris Survey is to be accepted as a mirror of all opinion in the country.

In a poll, the Harris Survey asked for impressions of the job that American business is doing in various areas. Among the results were these findings:

—74 per cent of those interviewed said they thought business was paying fair wages and salaries.

—68 per cent thought business was dealing fairly with labor unions.

—79 per cent thought business was providing enough steady jobs for people.

—54 per cent thought business was keeping profits at a reasonable level.

—48 per cent thought business was taking care of workers displaced by automation.

In Philadelphia

Ready Mix Drivers Win Guarantees After Strike

Some 700 members of four Teamster local unions ended a 7-week strike of the Associated Concrete Producers of the Contractors Assn., of Eastern Pennsylvania in late March with an improvement in the guaranteed work week along with other gains.

Reaching agreement with 35 companies belonging to the association were ready mix drivers from Locals 312 in Chester, Pa., 348 in Norristown, Pa., 470 in Philadelphia, and 676 of Camden, N. J.

Besides the work-week guarantees, wages were increased 10 cents an hour the first year, 8 cents the second year, and another dime in the final year of the contract which extends to Dec. 31, 1968.

The contract provides that drivers who report to work in line with their seniority on Monday, Tuesday, and Wednesday will receive a guarantee of 40 hours of work per week from Monday to Friday, inclusive, provided the guarantee is not broken by the driver.

Seniority employees may work less

than five days if they receive or work their 40-hour guarantee before men with less seniority have worked or received their 40-hour guarantee. It is understood, the contract stipulates, that there shall be no requirement that a senior man will make his guarantee sooner than a junior man.

Probationary drivers shall be guaranteed 8 hours for each day worked Monday through Thursday.

Drivers called in on Thursday shall be guaranteed 16 hours of pay, but there shall be no guarantee applicable to drivers called in on Friday only.

Drivers called in on any day who report for work shall be guaranteed two hours.

The contract also contained improvements in the vacation clause, health and welfare, and pension provisions.

● Raid Repelled

Teamster Local 769 of Miami, Fla., recently repelled a raid of the Paper Makers Union attempting to take

away members employed as production and maintenance men and truck drivers at Owens-Illinois, Inc., makers of corrugated paper and containers.

Norman Goldstein, secretary-treasurer of Local 769, said approximately 120 workers were eligible to ballot, and the vote count was 76 to 25 in favor of the Teamsters.

● Road Workers

Hourly-paid workers of the Washtenaw County Road Commission in Michigan voted overwhelmingly for Teamster representation in an election conducted recently by the Michigan Mediation Board.

Edward J. Kantzler, business agent for Teamster Local 237 working out of an Ann Arbor office, said all of the workers were organized with the exception of supervisors.

But due to intervention by the United Mine Workers and the AFSME (municipal workers), an election was held with the result that 70 county employees voted for the Teamsters, the Mine Workers received 5 votes, AFSME got 6 votes, and two workers voted "no union."

● Coal Haulers

Drivers employed by Associated Coal Co., Inc., of Buffalo, N.Y., voted almost unanimously for Teamster representation in a recent National Labor Relations Board election.

James Caimano, business agent for Teamster Local 449, said the ballot count was 25 to 1 in favor of the union. Twenty-nine drivers were eligible to vote.

● La Monte Win

A majority of workers at the La Monte Division of Georgia-Pacific Corp., in Nutley, N.J., voted recently for representation by Teamster Local 102 in a National Labor Relations Board election.

Ben Merker, Local 102 secretary-treasurer, said the ballot count was 97 to 70 in favor of the local union.

The victory was significant in that the La Monte plant, in business for 65 years, had never been organized. Through the decades, the AFL-CIO and numerous independent unions had tried unsuccessfully to organize the plant.

Leading the organizing campaign was Joseph Heinz, vice president of Local 102, and himself a resident of Nutley.

Retirees Honored



Two retirees, members of Teamster Local 619 in Manitowoc, Wis., were feted at a banquet given recently by their employer, Dick Bros., Bakery Co. Shown on the occasion (left to right) are: Alvin H. Novak, Local 619 secretary-treasurer; Ed Hein, retiree, an active member of the local union for 25 years; Jerome Dick, Dick Bros., treasurer; Anton Duchon, retiree and former trustee of Local 619, and Edward Zima, Dick Bros., vice president.

Dairy Case

Teamster Local Upheld In 'Distributor' Dispute

The legality of a subcontracting clause in an agreement between Teamster Local 537 and Sealtest Dairy Products in Denver has been upheld by the U.S. District Court.

The judge ordered the company to comply with an arbitrator's decision after ruling that a clause in the contract, which extends benefits of the agreement to so-called "independent distributors," is legal and binding.

Local 537 charged in a suit filed nearly a year ago that Sealtest refused to comply with a decision by Arbitrator Don W. Sears who found that the contract covered an "independent distributor" in Pueblo, Colo., more than 100 miles away.

Binding Decision

The company said it refused to comply with the decision because the arbitration was not binding. Sealtest also asserted that the arbitrator was prejudiced against the company. The company claimed, furthermore, that the court did not have jurisdiction in the matter.

Judge Alfred A. Arraj dismissed the company's arguments, ruling that the court historically has had jurisdiction in such matters and cited cases to support his position. He noted also that the arbitration clause specifically states that an arbitrator's award "shall be binding and conclusive upon both parties . . ."

As for the Sealtest claim that the arbitrator was biased against the company, the judge said the allegation contained "no statements of fact and

appears to be nothing more than the conclusion of a dissatisfied party who had voluntarily entered into an arbitration agreement."

Entitled to Benefits

The dispute erupted in August, 1964, when the company dismissed the regular union route man for the Pueblo area and hired Arthur Mosely, whom the company described as an "independent distributor," and not, therefore, entitled to the benefits of the contract.

In his arbitration award, Sears said that although Mosely was not an employee of Sealtest, the subcontracting article in the agreement was so broad that Mosely was entitled to most benefits of the contract.

"Accordingly," Sears ruled, "Mosely must receive the compensation and all other benefits provided for in the contract save those derived from union membership."

● Mattress Pact

Members of Teamster Local 916 employed at Atlas Mattress Co., in Springfield, Ill., ended a 3-week strike recently with a new contract contain-

ing a 24-cent wage increase over the next three years.

The mattress company workers returned to the job after voting 16 to 7 in favor of accepting the firm's fourth offer. They originally rejected an offer of an 8-cent hike.

Besides the pay increase, other gains made were the vacation schedule, holiday pay, and work week language.

Red Wing Strike Won By Local 146

Some 60 members of Teamster Local 146 in Colorado Springs, Colo., gained an overwhelming victory in a 4-week strike at Red Wing Wood Products, Inc., of Colorado Springs.

The Teamsters went back to work with a new contract guaranteeing them a 55-cent an hour increase in wages and fringe benefits over a 3-year period. A major problem in classification of jobs involved in the dispute was ironed out in the contract.

For a time, the dispute was considered "hopelessly deadlocked." L. H. Myers, Local 146 president, received assistance from Richard Rhodes, secretary-treasurer of Teamster Joint Council 54, and Ed Toliver, council organizer, in resolving the problems.

Teamsters Help Team



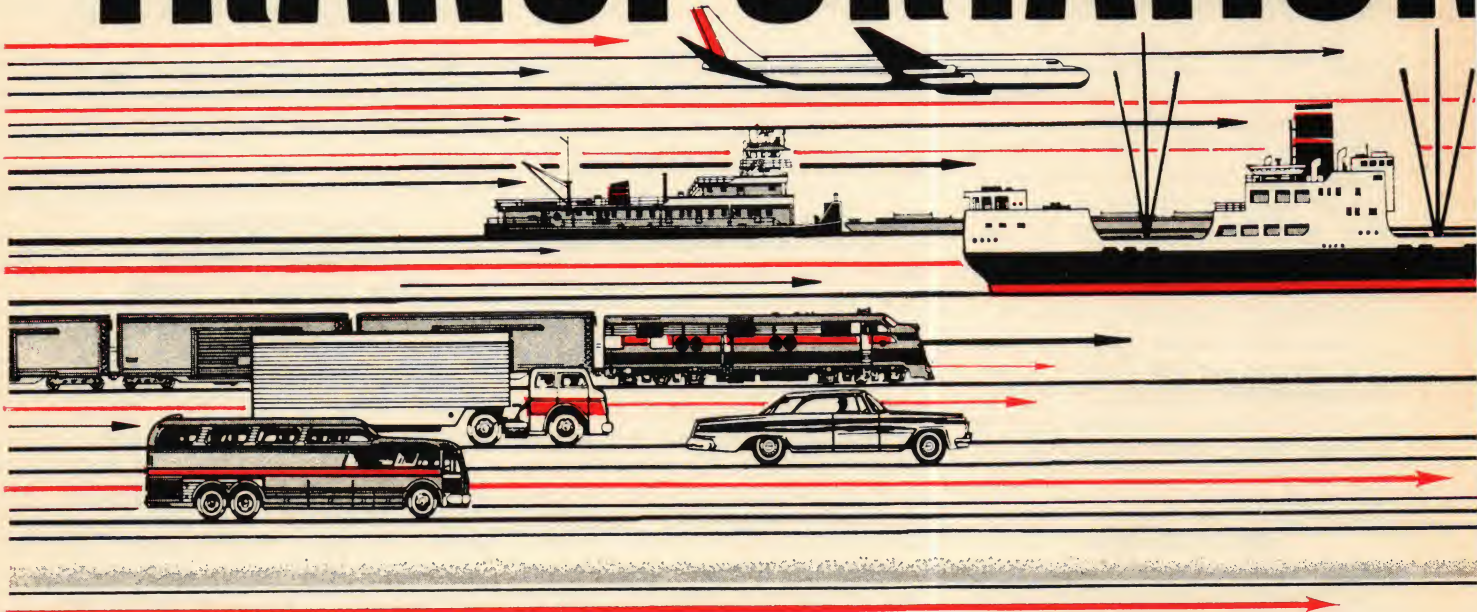
Teamster Local 102 of Newark, N.J., recently came to the rescue of a local paraplegic basketball team that needed aid in getting to the National Paraplegic Basketball championships held at the University of Illinois in April. When Ben Merker, Local 102 secretary-treasurer, learned that the Jersey Wheelers had no funds, he set up a program to raise funds in Local 102 shops. The membership came through with enough money to fly the entire team to Illinois. The Jersey Wheelers, in appreciation, put signs on their wheel chairs announcing their sponsorship by Local 102. The photo shows Local 102 President Ernest Terrien and Vice Pres. Joseph Heinz (near the stewardesses) at departure time.

Grape Workers Credit Teamster

Cesar Chavez, president of the National Farm Workers Association which recently scored a breakthrough by organizing grape workers in California, has credited the Teamsters with help in securing bargaining recognition at Schenley Industries.

Chavez credited Jack Goldberger, Teamster international organizer from San Francisco, with doing much to secure the cooperation of the liquor firm.

TRANSPORTATION



NATIONAL TRANSPORT

Teamster Joint Councils across the country will play prominent roles locally in observance of National Transportation Week, May 15-21.

The event takes place each year and is an endeavor to alert the general public as to what all forms of transportation do in the way of service and for the safety and welfare of the nation.

General President James R. Hoffa, in a letter to all International Vice Presidents, General Organizers, and Joint Councils, noted that employer state chairmen for the observance have been appointed in each particular state. He added:

"I would appreciate your contacting an individual in each state represented by your Council to serve as a counterpart with the employer chairman, working in conjunction to see that the National Transportation Week program becomes a tremendous success throughout the country. The more successful transportation, the better for our members."

Much of the observance will appear to the public in the form of newspaper advertisements, radio and television announcements, essay contests for school kids, utilization of speaker bureaus, and so forth.

Generally, the participants will get across the point that getting our country's transportation job done requires the time and talent of 9 million people, or about 13 per cent of the civilian employment in the United States.

The transportation industry buys more than half of the country's rubber, petroleum, and lead, about a quarter of the aluminum, steel, zinc, and cement.

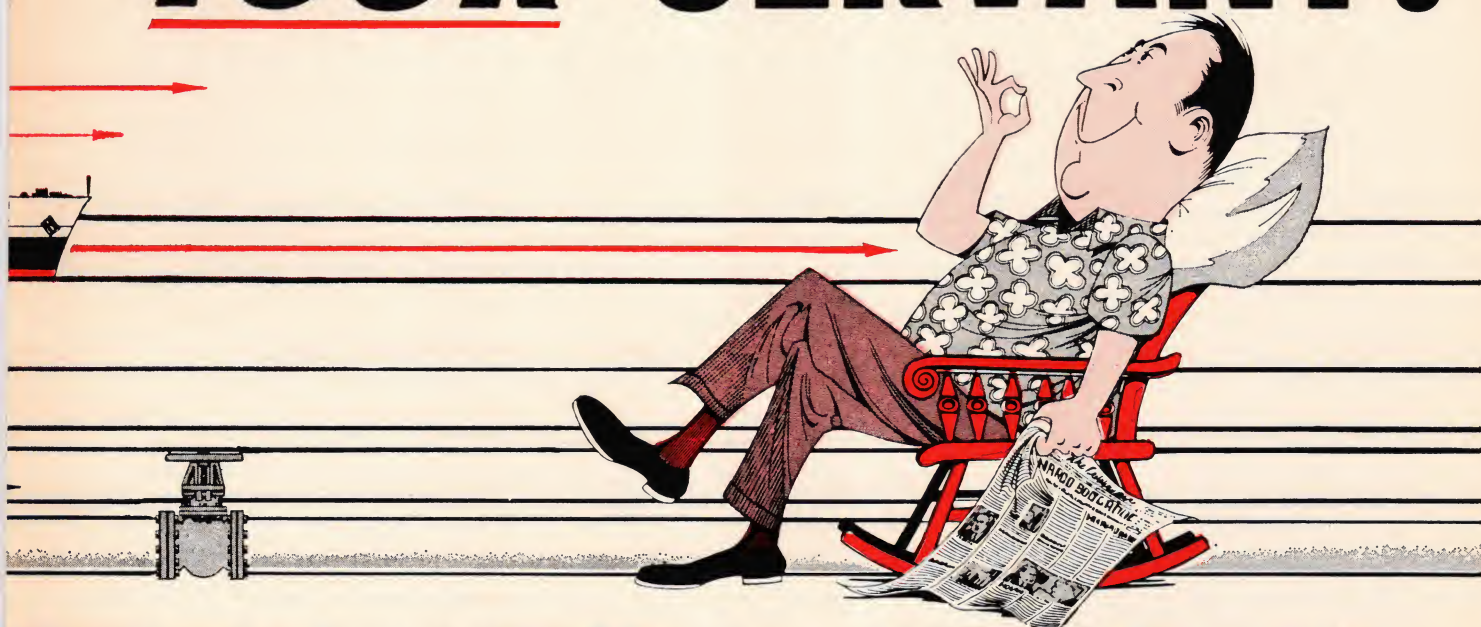
A total of \$120 billion a year is spent in the U.S. for transportation, or about 20 cents of every dollar that goes for goods and services.

An estimated \$20 billion a year in federal taxes—or about one-fifth of the national budget—comes from transportation. No less than 34 per cent of state taxes comes from the same source.

Even as preparations for National Transportation Week were underway, the event was taking on a significance not so prominent in previous years due mostly to President Johnson's recent proposal for a cabinet-level Department of Transportation.

One of the most important factors, LBJ noted in his transportation message to Congress, was the vast-

—YOUR SERVANT!



ATION WEEK MAY 15-21

ness of our national network of roads, rails, canals, etc., as illustrated by the number of people engaged in these pursuits:

—Motor transport and storage takes almost a million workers alone.

—There are nearly three-quarters of a million people engaged in railroad work.

—More than a quarter-million workers are in local and inter-urban transportation.

—Nearly a quarter-million people work in air transport.

“Together with pipeline and water transportation employees,” said the President, “the total number of men and women who earn their livelihoods by moving people and goods is well over two and one-half million.”

The President added:

“Our transportation system—the descendant of the horse-drawn coaches and sailing ships of colonial times—accounts for one in every six dollars in the American

economy. In 1965, that amounted to \$120 billion—a sum greater than the Gross National Product of this nation in 1940.”

While horse-drawn coaches and sailing ships were transportation leaders of the past, the growth of population and industry in the United States demands that new and more useful vehicles be developed every year along with methods of speeding them to their destinations.

The President noted that modern transportation can be the rapid conduit of economic growth—or a bottleneck. It can bring jobs and loved ones and recreation closer to every family—or it can bring, instead, sudden and purposeless death. It can improve every man’s standard of living—or multiply the cost of all he buys. It can be a convenience, a pleasure, the passport to new horizons of the mind and spirit—or it can frustrate and impede and delay. He concluded:

“We build the cars, the trains, the planes, the ships, the roads and the airports. We can, if we will, plan their safe and efficient use in the decades ahead to improve the quality of life for all Americans.”

Wins Fellowship

Hoffa's Son Appointed To State Assembly Job

James P. Hoffa, 24-year-old son of General President Hoffa, has been named to a research post in the Michigan State Senate.

The job, one of nine such positions



James P. Hoffa

—five in the House and four in the Senate—is part of a fellowship program in government and political science sponsored by the Ford Foundation. The positions pays \$5,000 a year.

The House-Senate fellows serve as staff assistants and research specialists for legislative committees. They also are expected to participate in weekly seminars instructed by the chairmen of the political science departments at Wayne State University, the University of Michigan, and Michigan State University.

Young Jimmy, who studied economics at MSU and worked briefly with the State Senate during his senior year in East Lansing, receives a law degree this month from the University of Michigan.

Selection of the nine graduate students in law, political science, journalism, and business administration for the legislative work was made on the basis of academic standing and personal interviews from a list of 15 candidates submitted to the state legislature by the various universities.

State Sen. John T. Bowman, Rose-

ville Democrat and chairman of the Senate Business Committee, said Hoffa had been picked by the Joint House-Senate Selection Committee as "one of the top candidates" for the fellowships. He said:

"He had a very, very high recommendation from his law instructors at the University of Michigan. He's a very personable fellow, and he won the fellowship on the basis of his own academic abilities and background."

Hoffa goes to work in his research position next Oct. 1.

Board Divides On Boss' Talk On Election Eve

A National Labor Relations Board panel divided 2 to 1 to certify that Teamster Local 89 failed to receive a majority of the valid votes in election at Belknap Hardware & Mfg., Co., of Louisville, Ky., and thus did not qualify to be the bargaining representative for the workers.

Dividing the panel in this case was a speech made by the employer on election eve. The Board majority decided that the speech by C. A. Gage, Belknap vice president, did not exceed the permissible bounds of campaign propaganda.

The dissenting Board member, however, argued that in Gage's speech there appeared—"as in so many of these cases"—an all-too clear pattern of interference.

The company man emphasized and reiterated that the union would bring trouble. He also threatened employees with the loss of present benefits by saying there would be no automatic wage increases or other benefits if the union won the election, "but just exactly the opposite is true."

The dissenting Board member added that Gage's speech included "an unequivocal anticipatory refusal to bargain should the union win," and concluded:

"In sum, a speech blatantly geared to inflaming fears or loss of jobs and/or benefits, predicting the futility of bargaining and the resulting inevita-

bility of strike activity, and containing an anticipatory refusal to bargain, precludes the expression of a meaningful employee choice. These elements are patently and abundantly present here . . ."

But the majority decision prevailed.

Deputy Sheriffs

Another group of deputy sheriffs has turned to the Teamsters for representation. They are deputies in Clackamas County, headquartered in Oregon City, Oregon. They voted 53 to 8 to be affiliated with Teamster Local 223 in preference to the Clackamas County Employees Association.

Miami Ballot

Truck drivers, cutter shear operators and fabricators employed at Bay Steel Products Co., in Pompano Beach, Fla., voted overwhelmingly for representation by Teamster Local 769 in a recent National Labor Relations Board election.

Norman Goldstein, secretary-treasurer of Local 769, said all 18 workers voted. The election count was 14 to 4 in favor of the Teamster local union.

Truck Drivers

A majority of truck drivers employed by Modern Materials, Inc., of Los Angeles, Calif., voted for representation by Teamster Local 420 in a recent National Labor Relations Board election.

Armand Bassette, Local 420 secretary-treasurer, said the count was 8 to 2. Fifteen drivers were eligible to vote in the election at the building materials firm.



"I see Ole Sociable Harry is back at work."

Teamster Hero

Local 74 Driver Saves Lives Of 2 Co-Workers in Explosion

The heroic action of a transport driver for Houck Transport Company, Williston, N.D., has saved the lives of two of his co-workers. All are members of Teamster Local 74.

Neil Herron was blown out of a Houck building when an explosion ripped the structure and threw him through the air against a pickup truck outside. Dazed by the explosion, Herron got into his car and started to drive away. When he realized what had happened, and that there were two men still inside the building, Herron returned.

Inside the building were Wilbur Barkie and Harlen Johnson. The inside of the building was an inferno. Two smaller explosions occurred following the first blast.

Herron saw Barkie come to the door of the building his clothes aflame. Herron ripped Barkie's clothes off and got him away from the immediate area.

Then he went back to look for Johnson and found him lying unconscious inside the building. Just as he removed Johnson from the building,

the structure collapsed. Herron took the two men to the hospital and all three were immediately admitted.

Herron was burned on his hands. Johnson was severely burned about his head and hands and had a deep gash on his head. Barkie had third degree burns over 80 per cent of his body.

Herron is now back at work. Johnson will be disabled for some time to come. At last report, Barkie's condition was listed as critical.

Dewain Nelson, business representative of Local 74 reports that the entire membership is proud to have a member like Herron.

● Bus Drivers

Fifty-three school bus drivers employed by Ellison Transportation in Roseburg, Oregon, have chosen Local 962 as their bargaining agent. The State Board election came following a week-long strike after the majority of drivers signed cards authorizing Teamster representation.

Container Construction To Increase

The biggest single factor in the transport equipment field in 1966 is expected to be the growth of container production, according to Transport Topics, industry publication.

A total of 8,862 containers were built last year according to the Business and Defense Services of the Department of Commerce. The total in 1964 was 4,732 containers.

If the trend continues, 1966 container construction is expected to top 10,000 units.

● Co. Flop

Cloverdale California Plywood, a subsidiary of Fibreboard, has failed in an effort to have its employees decertify Local 980 as their bargaining agent. The company action came at the end of a one-year agreement, and was beaten back by a vote of 106 to 38 for continued representation by Teamster Local 980.

Textile Barony Hikes Profits At Labor's Cost

J. P. Stevens & Co., second largest textile barony in the nation and infamous for one of the most vicious anti-union records of this decade perpetrated at its runaway plants scattered throughout the southeastern section of the nation, is enjoying an extended profit boom.

Financial World, a business publication, reported recently that the Stevens company—which has been found guilty of scores of unfair labor practices by the National Labor Relations Board—has more than tripled its earnings per share in the past 10 years.

In 1965, the company's earnings per share of stock were \$5.63 compared with \$1.72 in 1956, enabling distribution of huge dividends to stockholders.

Stevens' employees, meanwhile, still continue to work at substandard wages, hours, and conditions and have shown increasing response to Textile Workers organizing efforts despite harassments, discrimination, and punishments inflicted upon employees showing any interest in the union.

Teamster Herron stands in front of rubble left when explosion ripped the building. Herron rescued two fellow-workers.



Pacesetter

Teamsters Pace All Unions In White-Collar Organizing

"The Teamsters continue to be the most active and most successful of the unions attempting to organize white-collar workers," noted the Bureau of National Affairs, a private labor reporting service, in a recent publication.

After tabulating the results of National Labor Relations Board elections last year in white-collar units in clerical, office, professional, technical, and other related work classifications, the BNA commented that the Teamsters "were the strongest and most active among white-collar workers, organizing 1,335 in 94 units."

Teamster affiliates participated in 132 NLRB elections among white-collar workers in 1965, winning 94 ballots—71.2 per cent.

Altogether, Teamsters participated in 26 per cent of all the white-collar elections with their victories constituting 28 per cent of all the elections

won by all unions combined.

BNA said that for the 5-year period ending in 1965, the International Brotherhood of Teamsters participated in 597 white-collar elections and won 367 (or 61.4 per cent), while winning representation rights for 5,410 white-collar employees.

All unions combined participated in 2,285 elections in the 5-year period, winning 1,291 (or 56.5 percent cent), and gained 31,370 white-collar workers.

Trucking Firm Agrees to Quit Bad Conduct

Volk's Express, Inc., of Florida, N.Y., agreed recently to cease physically restraining or threatening to assault any of its employees to prevent them from engaging in activity on

behalf of Teamsters Local 445 of Yonkers, N.Y.

The company also agreed to cease threatening discharge or other reprisals for union adherence; promising wage increases and other benefits to the employees to induce them to reject the union, and discouraging membership in the Teamsters by discharging and refusing to reinstate any of its employees.

The National Labor Relations Board ordered, and Volk's Express agreed, to reimburse three employees who did not desire reinstatement for losses suffered as a result of the discrimination against them.

Warehousing

Teamster Local 414 of Ft. Wayne, Ind., recently won a pair of representation elections at the Montgomery Ward & Co., warehouse in that city.

Harold Piper, secretary-treasurer of Local 414, said warehousemen and clerical workers balloted 21 to 8 in favor of the union in one election, and in the other NLRB ballot, seven service technicians voted unanimously for the union.

Manufacturer Errs in Refusal To Bargain

Affirming the findings of the trial examiner, the National Labor Relations Board held recently that Dayco Corp., of Howell, Mich., a manufacturer of plastic film, violated the Act by refusing to recognize and bargain with Teamster Local 580 of Lansing, Mich., the majority representative.

The Board ruled Dayco also guilty of unlawfully interrogating employees, creating the impression of surveillance of union activities, and promising benefits to discourage union support.

The evidence established that the company rejected a Teamster request for recognition and suggested that a Board election be conducted. The examiner concluded that the other unfair labor practices committed by the employer, which were designed to undermine the union's majority, demonstrated that the company's rejection was made in bad faith.

The Board said that since the company's conduct also interfered with the employees' free choice in the election which the union lost, that the election results should be set aside and dismissed the representation petition.

Teamster Gift



Teamster Local 968 recently gave a small bus to Southmore House in Houston, Tex., which rehabilitates dope addicts received from the penitentiary or hospitals. The organization has badly needed transportation and Local 968 came to its aid with the vehicle. Shown presenting the bus keys to Robert Carrick, manager of Southmore House, is R. G. Miller (right), secretary-treasurer of Local 968.

Inflation

No Two Economists Agree on Definition; Are Split Down the Middle over Solution

INFLATION is a nine-letter word that has been grabbing more than its share of headlines in recent weeks.

The subject of inflation has suddenly been woven into all discussions about wage-price guidelines, federal fiscal policies, and national emergencies of the moment.

Usually the word appears garbed as a boogey bear, the connotation seeming to be: Watch out or inflation will get you! After the initial fright, the reader is then informed that the threat of inflation is a reason to commit the nation to some economic policy little understood by the public.

No two economists appear able to agree on what inflation is, or whether the United States is afflicted with it. Furthermore, economists are split down the middle on how to combat inflation if indeed we are about to suffer from it.

Nevertheless, there are some time-

tested generalizations gleaned from history that explain inflation fairly well.

The most important fact repeated constantly through the years is that all the major inflations of modern history have been associated with large increases in the quantity of money created to finance government expenditures in excess of tax receipts during or following major wars.

Any present-day consideration of "inflation" recalls to mind the example of Germany's predicament in 1923 when one trillion paper marks had the same purchasing power as one pre-war German mark—about 24 cents.

In that period—and until the 1930's—inflation was usually defined as an abnormal increase in the supply of money. This was accompanied by no change in the amount of goods and services available for purchase. The result was a rapid rise in the price level.

The definition of inflation has changed in recent years. Now the emphasis is on the rise in the price level itself. Inflation, as a word, has come to be used to describe slow as well as rapid increases in the price level.

There are now numerous types of inflation. Runaway inflation, hyperinflation, or open inflation are used to describe violently rising prices with a rapid decline in the value of money. These terms contrast with creeping inflation—a slow rise in prices—or repressed inflation, the latter referring to prices held down by government controls on wages and prices.

Yet with all these fancy terms, there is yet to be devised an accurate method of measuring any type of inflation.

Never voiced in all the current talk about inflation is a foreboding fact: In nearly all countries today, control

over the supply of money (paper currency and bank deposits) is directly or indirectly under the control of the government; thus, important inflations can occur only with the acquiescence or active support of the government.

Faced with the problem of financing large war or postwar expenditures—the period when inflation most often germinates—governments need to collect taxes roughly comparable with their expenditures in order to side-step inflation.

Experience has shown, however, that under such circumstances it is often difficult for a government to get popular support for increased taxes. When this happens, the government can only do one thing: Borrow money to cover the excess of expenditures over tax receipts.

When a government borrows money from banks, the result is a creation of new money. Expenditure of new money represents a net increase in total spending in the economy. Unless production can be increased correspondingly, this leads to higher prices. Higher prices in turn require higher government outlays and also further decrease the deficit which must be financed by more borrowing. The only answer—recourse to more money creation in the form of additional loans to the government—further in-

creases the inflationary pressure. It's a hard spiral to stop.

Rather than face this treadmill, the Johnson Administration has been considering other answers, all of which, while feasible, invariably step on the toes of the small wage earner: Restraining wages (and prices), tightening credit (with higher interest rates) to curb excessive borrowing, and boosting income taxes.

It was the aroma of inflation that prompted President Johnson in his State-of-the-Union message last Jan. 12th to say:

"I believe that we can continue the Great Society while we fight in Vietnam. But if there are some who do not believe this, then in the name of justice let them call for the contribution of those who live in the fullness of our blessing, rather than try to strip it from the hands of those that are most in need."

A moment before that, LBJ had said: "Time may require further sacrifices, and if it does, then we will make them. But we will not heed those who would wring it from the hopes of the unfortunate here in a land of plenty."

In effect, LBJ was making a political promise and simultaneously confessing to an economic dilemma: How to fix it so voters can eat the two-layer cake of a Great Society and War in

Vietnam without tasting the bitter frosting of inflation.

The history of practical economics, unhappily, shows this cannot be done equitably. Situations of this sort in the past have always resulted in working people shouldering the bulk of the burden.

Senior Citizens Seek Packaging Truth

The National Council of Senior Citizens has urged Congress to act promptly on "truth-in-packaging" legislation on the grounds that the elderly retired, most of whom live on poverty level incomes, need it more than anyone else.

John W. Edelman, the Council's president, said recently that "millions of our senior citizens live in abject poverty and cannot afford being cheated by today's deceptive merchandising gimmicks."

He noted that pending "truth-in-packaging" legislation could save the average family \$250 a year according to an estimate by Sen. Philip Hart (D-Mich.) who introduced the bill. Said Edelman:

"We could all use this much extra money, but for millions of the elderly poor what they might save could mean the difference between being self-supporting and being forced to ask for charity.

"Incredible as it may seem, approximately half those 65 years of age or more—that's nearly 9,000,000 men and women—have less than \$1,000 incomes a year.

"For them, the war on poverty has been little more than a distant echo. The Office of Economic Opportunity . . . has concentrated on youth programs almost to the exclusion of the elderly poor."

● Iowa Ballot

Truck drivers employed by the Standard Oil Division of the American Oil Co., at Cedar Rapids, Iowa, voted unanimously for representation by Teamster Local 238 in a recent National Labor Relations Board election, according to Harry J. Wilford, secretary-treasurer. There are eight drivers in the bargaining unit.

Deputy Sheriffs Sign



Deputy sheriffs of San Francisco became members of Teamster Local 860 when they took the oath of membership from Mark O'Reilly, secretary-treasurer, recently. More than 100 deputies have become Teamsters. Shown in the foreground is Dan Flynn, a member of the Sheriff's department, who was a key figure in the organizational campaign. Witnessing the ceremony on the left is Jack McBride, president of Local 860. The deputies received a wage increase and are eligible to participate in the Teamsters Health and Welfare Program.

Fire Hero

City Honors Teamster For Saving Children

Teamster Ernest S. McBride was honored by the city of Long Beach, Calif., recently for his heroism in rescuing three children from certain death in an apartment fire.

McBride, a member of Teamster Local 88 in Long Beach, received a good-citizen commendation for going into action when he heard screams for help coming from an apartment house at which he was working.

McBride said he saw smoke pouring from a back window. Unbeknownst to him, Kenneth and Cecelia Clark, who occupied the apartment with an infant and three small children, had awakened when smoke came into their room.

The parents had attempted to make their way from their own bedroom into the children's room but flames and smoke drove them back. It was the parent's cries for help that McBride heard.

He leaped a fence and smashed the bedroom windowpane with a piece of

metal and climbed into the room. He could hear children crying from a closet but couldn't cross the room because of smoke and flames.

Going back outside, McBride found a garden hose and sent water streaming into the bedroom while neighbors summoned the fire department.

The Clarks, meanwhile, had reached safety with their infant and the father held the hose aimed into the burning bedroom while McBride again tried to enter through the window. Three

youngsters aged 3, 4, and 5, were huddled behind a closet door that was aflame.

McBride managed to get the youngsters to safety. Fire department officials said the Teamster's action undoubtedly saved the lives of the children who probably would have burned or suffocated to death.

● AGC Contract

Some 500 members of Teamster Local 682 in St. Louis, Mo., ratified a new agreement with the Associated General Contractors in that city, making a big gain in wages and benefits.

Gene Walla, president of Local 682, said the contract provides for a total of 80 cents an hour in increases over the next three years.

A First Step

Consumer Dept. Proposal Aired at House Hearing

Proposals for a cabinet-level Department of Consumers were aired at a House Government Operations subcommittee hearing in April for the first time after six years of fringe talk about the idea on Capitol Hill.

Testimony was taken on a measure introduced by Rep. Benjamin S. Rosenthal (D-N.Y.) which would establish the Consumers Department to:

—Appear before federal regulatory agencies or appeals courts to represent the consumers' viewpoint.

—Receive and in some cases act upon consumer complaints about commercial and trade practices.

—Conduct surveys on matters of consumer interest and publish the results plus other useful information.

Rosenthal's bill provides that several existing federal activities would be brought into the Department of Consumers, including the Food and Drug Administration, the division of the Bureau of Labor Statistics dealing with prices and the Consumer Price Index, the Agriculture Research Service's home economics and nutrition sections, and elements in the Bureau of Standards dealing with consumer items.

While discussing the protections buyers need in the face of faulty products, deceptive packaging, and high interest rates—among other

abuses—Rep. Rosenthal remarked:

"Existing consumer programs need vigorous coordination and enforcement. Equitable regulatory agency decisions require more effective presentation of the consumer interest. Disproportionate producer power must be countervailed. And the American consumer should have his own spokesman at the cabinet level in the federal government."

Numerous witnesses testified before the House subcommittee on various aspects of consumer abuse. One of the most effective was Sen. Philip A. Hart (D-Mich.), sponsor of consumer legislation in the Senate, who asserted that a Consumers Department "certainly . . . could have alerted consumers long ago to safety factors of automobiles."

Sen. Hart, a member of the Senate Commerce Committee which has been holding hearings on automotive safety resulting in the exposure of a number of auto defects, added:

"In fact, such knowledge might have created an awareness of safety which would have put the spotlight on auto safety much sooner than the Congress has."

Additional hearings were scheduled by the House subcommittee with possibly some field sessions in Chicago and Los Angeles.

Ernest McBride



NLRB Official Says:

The Impact of Automation On Bargaining is Growing

AUTOMATION is having a growing impact on collective bargaining that is bound to affect not only employers and employees, but also the unions which represent the workers, according to Sam Zagoria, member of the National Labor Relations Board.

By almost any definition, Zagoria said in a recent speech to the International Academy of Law and Science, automation means labor savings and so "worker and manager must be prepared to face a spectrum of change involving the range from employee displacement to job revision to employee relocation."

Zagoria asserted that the decision to automate is not purely prerogative and cited Frank McCulloch, chairman of the NLRB, who observed last year that "the obligation to bargain may include the obligation to bargain

about an automation decision."

To show that the NLRB has met the problem of automation head-on in decisions, Zagoria cited the Board's 1962 decision in a case involving the Renton (Wash.) *News-Record* where bargaining was required about the effects of change in the methods of operation resulting from technological improvements. He quoted from the Board's ruling:

"Obviously, such improvements serve the interests of the economy as a whole and contribute to the wealth of the nation. Nevertheless, the impact of automation on a specific category of employees is a matter of grave concern to them. It may involve not only their present but their future employment in the skills for which they have been trained.

"Accordingly, the effect of au-

tomation on employment is a joint responsibility of employer and the representatives of the employees involved. To the extent that this responsibility imposes a statutory obligation on either party to bargain in good faith about wages, hours, and conditions of employment, it is a matter over which this Board has jurisdiction.

"Certainly, in some cases, the adverse effect of changes in operation brought about due to improved, and even radically changed, methods and equipment, could be at least partially dissipated by timely advance planning by the employer and the bargaining representative of its employees."

Zagoria said a related question is whether an employer shall be obligated to bargain over the disposition of the savings resulting from the installation of automatic equipment. In this context, he referred to the suggestion of a New York union leader who proposed a tripod approach to automation savings—lower prices for the consumer; more wages and benefits for the workers, and more profits for management.

So far, union defense to automation has generally been to accept a reduction of the work force through the least painful course of attrition of employees who die, retire, or otherwise voluntarily leave their jobs.

Zagoria noted that in some cases it is possible that workers have been kept on who are not essential to the employer's activities, and their wages have been met by savings resulting from automation.

Hopeful Signs

"In some industries," he said, "contract provisions make this link explicit. Thus the question is asked whether bargaining about the effects of automation does not necessarily include bargaining about the savings resulting from automation."

Zagoria said there are hopeful signs that responsible business leadership recognizes that automation is not to be a process in which the employer makes all the gains and the employee suffers all the losses.

A few small trends are becoming visible amidst the fog of doubt and ignorance that inevitably envelop change, Zagoria said. Among them were:

—Mergers of unions and blending of jurisdictions are reaching at least the conversational stage.

—Wage patterns are tending toward

Honoring His Excellency



Philadelphia AFL-CIO President Edward F. Toohey is shown presenting a scroll to His Excellency John J. Krol, archbishop of Philadelphia, on the occasion of a tribute to Archbishop Krol. The tribute was sponsored by the AFL-CIO and Teamster Joint Council No. 53. Observing the presentation is Willie Greenberg of Teamster Local 929.

the security of annual salaries and away from the day-to-day living based on hourly rates and piece work incentives.

—Automation is leading industry into geographic areas where collective bargaining is often unknown and misunderstood.

—Once utopian proposals for central banks of worker benefits, for pension portability, are coming to earth in honest discussion.

—Union and management are steadily seeking ways of reassuring the position and prestige of the tiny

individual working in the giant enterprise of his employer.

—Workers, management, and government at all levels are recognizing that automation can provide great services and manifold products to our nation—and that to resist it is to resist progress.

“Collective bargaining necessarily has to start from this point,” Zagoria concluded, “but the highway ahead is wide open for the demonstration of ingenuity and imagination and just plain old cooperation in making the transition a smooth one.”

lobby hasn't been immobilized by any means. But progress is being made through joint business efforts and more effective leadership, membership support, and work at the polls.

“There's reasonable hope that the next Congress will be less union-minded—if businessmen and their friends knuckle down in the forthcoming congressional elections. And that it will be more receptive to reasonable proposals for labor reform.

“The National Chamber's Blue Ribbon Committee for 100 Lawyers and Special Task Force of three of the country's top labor lawyers for management have been busy for months drafting detailed reform proposals.

“They have worked diligently with representatives of trade associations and other organizations in an effort to come up with comprehensive recommendations attacking all major defects in labor law and administra-

Plans for 'Reform'

U.S. Chamber of Commerce Hopes Next Congress Will Bust Unions

HOPES for “labor reform” via legislative changes in the Taft-Hartley Act are held by the U.S. Chamber of Commerce for the next Congress that will be elected this fall.

The Chamber's publication, *Washington Report*, disclosed recently how the organization—which, in tandem with the National Assn., of Manufacturers has for years led a continuing union-busting campaign—anticipates a Congress that will be more receptive to “reasonable proposals” for changes in labor law than was the current Congress.

By “reasonable proposals,” the Chamber means Taft-Hartley amendments that would reduce organized labor to a shambles by restricting its jurisdiction, removing its protections, and taking away basic rights including undermining the right to strike.

The article in *Washington Report*, which should put unions more on guard than in the past, was published under the headline, “Business Unity Gives More Hope for Labor Reform.” Following is the complete text:

“Prospects for labor reform legislation are improving. Two major reasons:

“More united business front, led by the National Chamber, in support of amendments to restore balance in labor-management relations.

“Growing public disillusionment with Big Labor (sic) stemming from its disregard of the public interest in pressing inflationary wage demands, pushing for repeal of Taft-Hartley protections against compulsory unionism, and seeking to legalize secondary boycotts at construction sites.

“Reform won't come tomorrow, or in this session of Congress. Labor's

Cabbie Opens Business



Herb Bailey (left), secretary-treasurer of Teamster Local 775 in Denver, is shown congratulating Ferris Cassius, a long-time member of the union who withdrew recently after 14 years as a driver for Yellow Cab Co., to open his own business. Rudy Cook (right), business representative for Local 775, is pointing out the address of the new Cassius' City Park Sundries.

tion. These will be revealed in due time.

"Some clues can be found in recent speeches of Eugene A. Keeney, the Chamber's Group Manager and Labor Counsel. According to Mr. Keeney, these are some of the proposals the Chamber groups are considering:

"ABOLISH NLRB—Assign its functions to a Labor Court.

"RIGHT TO WORK—Extend protection against compulsory union membership, now in 19 states, to all 50 states.

"RIGHT TO VOTE—Guarantee

secret elections in deciding on whether to have a union.

"UNION FINES—Members would be protected against them in exercising the right to work.

"FREE SPEECH—Restore it to employers.

"STRIKE VIOLENCE—Employers would not have to rehire strikers who engage in violence or other coercive conduct.

"Other provisions would cover equal rights for employers, jurisdictional disputes, arbitration, freedom to contract, appropriate bargaining units, and other problems."

Safe Drivers



Winners of a unique "Drive Safety Incentive Program" developed by Wheeling Pipe Line, Inc., a southern carrier of petroleum and chemical bulk products, are shown here. All the company's drivers—from Teamster Locals 373 in Ft. Smith, Ark., 568 at Shreveport, La., 878 at Little Rock, Ark., and 984 of Memphis Tenn., took part in the program. Jerrell Martindale of El Dorado, Ark., (second from right in bottom photo) won the first prize of a new 1966 passenger car. Receiving the car keys with Martindale are his wife and two children; making the presentation is R. W. Newell, president of Wheeling Pipe Line, while Arkansas State Sen. Merl Peterson is shown at the far left.

In the top photo are shown the other winners of smaller prizes (left to right): Front row—James Tally, Jack Porter, Kim Holley, Bill Gulledege, J. C. Geter, George Bailey, J. D. Hevron, and William J. Griffith; Back row—R. N. Morrison, W. B. Killingworth, J. J. Reynolds, Robert Reddin, Jim Ed Phillips, W. C. Faust, James Thomas, L. E. Hicks, James Lauinas, and Hugh McKinney. Seven other drivers who also were winners but not present for the photo were: O. L. Blair, H. W. Mooney, Joe Smith, Wallace Larkin, C. E. Russell, James Summers, and C. F. Pickering. The Wheeling drivers work out of seven terminals and cover a 17-state area, driving in excess of 9 million miles annually.



About Trucking

Driver Praised for Pointers To High School Students

"HIS two hours with these boys is an outstanding example of a man who knows his business . . ."

This is one of the many notes of praise given by educators and students in the state of Nevada for Richard J. Puddicombe, a member of Teamster Local 533, who is not only a successful truck driver but is an excellent speaker who one educator described as a "real spellbinder."

For more than a year now, Puddicombe, an outgoing guy, has been speaking to high school student groups on his own time. The response from faculty and students has been tremendous wherever he has discussed "Trucking Transportation and Opportunities in Driving Occupations."

Puddicombe's talks are given to carefully screened groups of boys interested in transportation, trucking, heavy equipment operation, construction trades, mechanics, welding, transport engineering, and related fields. His audiences are selected by vocational instructors and directors.

Well Qualified

The Teamster is well qualified to address students. For the past 8 years, the 42-year-old Puddicombe has been driving his rig over the highways between Bishop, Calif., and Reno., Nev. He is a line driver for the Ringsby System out of Denver.

"I have been a truck driver ever since before I graduated from high school and I still like it very much," says Puddicombe, adding that he doesn't mind telling people about it.

His speaking engagements began about a year ago when he was asked to present a talk at the high school attended by his son in Bishop. The Teamster had never given a formal talk on the subject before and so boned up on a little research to add to his practical experience. He was fully prepared right from the first because of pride in his work and its rewards, and felt that vocational students especially should know about the oppor-



Teamster Dick Puddicombe tells high school students about the joys and rewards of truck driving.

tunities available in transportation.

The talk at his son's school went over very well. Students and faculty alike were complimentary. Their enthusiasm and encouragement prompted Puddicombe to find out if students in other schools would be interested in hearing a talk on transportation opportunities.

Since Puddicombe regularly had an 8-hour lay-over in Reno every trip, he investigated the possibility of speaking to students in that city's high schools. He soon found himself speaking to students who were eager to learn about truck driving at all the schools in Reno and Sparks, Nev., too.

Gerald Shelby, a consultant in guidance counseling and testing for the Nevada Department of Education, listened to the Teamster speak at the Sparks school and was so impressed with the interest shown by the students that he planned and arranged for a speaking tour in the Las Vegas, Nev., schools. Ringsby helped by paying Puddicombe's expenses.

1st Hand Knowledge

Shelby, who has attended all of the truck driver's lectures and is recognized as a leader in his field in Nevada, commented about the Teamster's talks to students:

"Mr. Puddicombe stressed self discipline, devotion to duty, personal qualifications in industry, and personal responsibility. He presented first-hand driver knowledge in realistic terms that captured student interest. All during his presentation, Mr. Puddicombe's personal appearance and personality portrayed the very image of what he said.

"The target areas of Mr. Puddicombe's talks related the values, knowledge, and specific skills students

gain in school as they apply to opportunities in the world of work, in transportation, and in driving occupations."

Some 800 students in 10 or more high schools in Nevada and California have so far listened to the Teamster. At one presentation, in Henderson, Nev., students were bused in from nearby Boulder City and Panaka.

On one occasion, Puddicombe gave a talk to a group of vocational guidance instructors. The instructors, obviously impressed, remarked that they felt there was definitely a shortage of this sort of information available to students.

Puddicombe's reaction is modest. He sees an increasing need for men like himself in transportation and other lines of work to speak to students. As he puts it:

"There seems to be a need in getting vocational information to the

present high school student, particularly if the student is not college bound.

"There has been so much stress on going to college, that we have neglected those students who are not going to college. Because of this, I am told that some of the students feel that unless they are going to college, they are beat before they start.

"Now educators realize this mistake of over-stress on college, and feel the type of information that I have been able to bring to the students is just what the doctor ordered. This being the case, I am more than glad to be a part of this effort."

There is no doubt that Richard Puddicombe, Teamster and truck driver, is doing more than his share and is fully appreciated. As one educator commented—"We need more people like Mr. Puddicombe who can capture the young student's interest and who can talk their language."

UCLA Survey

The Member and His Union

UCLA's survey of the attitudes towards their union of trade union members disclosed no great surprises.

The major conclusions were:

1. The study disclosed that older members attend meetings more frequently than younger ones, and those with less formal education have better attendance than those who have finished high school.
2. Those who do go to meetings feel generally that the unions have been doing a better job than those who don't. But "contrary to popular belief," the survey says, "most members feel their union is democratically managed and that the leadership is sensitive to their desires."
3. The matter of communication—one of the most serious problems to union leadership—appears to be pretty good upward from the rank-and-file, but not so good downward from the leadership. But again, those with good attendance at meetings feel the membership is better informed than do those whose attendance is poor.
4. The survey finds that membership and union leaders are pretty well in tune on bread and butter issues. But the farther from the pay area and the work place the issues get—even on such things as automation—the more likely it is that the membership doesn't understand, or doesn't agree with, the positions of the union and its leadership.

Union Membership Trends

Between 1954-1964 total trade union membership in the United States fell by 1/2 of 1%. Membership fell from 16,948,00 to 16,841,000.

At the same time, Teamster membership rose by 25% from a 1953 figure of 1,197,974 to a total of 1,500,555 in 1964.

Unlike 14(b)

Genuine 'Right-to-Work' Bill Buried in Congressional Maze

BURIED in Congress is a bill that proposes to guarantee the "right-to-work" to each American "able, willing, and seeking to work."

Unlike the so-called "right-to-work" laws supported by union foes of every stripe and sanctioned by Section 14(b) of the Taft-Hartley Act, the measure offered by Rep. Henry Gonzalez (D-Tex.) proposes a genuine national right to work policy that could benefit every unemployed American.

Gonzalez introduced his bill last January. At the time, the Senate had not yet defeated a proposal to repeal Section 14(b) which permits states to enact compulsory open shop laws.

Even as the Texas Representative put his measure into the legislative hopper, the phony "friends of labor" were devoting all their time to retaining the restrictive (14b) language.

Business groups, conservative publications, and assorted reactionaries who were claiming their all-out support for "right-to-work" laws were suddenly mute when asked if they supported H.R. 12090 introduced by Rep. Gonzalez. The measure did not offer new restrictions for organized labor.

Instead, H.R. 12090 would guarantee the right of jobless Americans to work by amending the Employment Act of 1964 to make it "the continuing obligation of the federal government to take such action" as would assure that nearly all persons in the labor force have a job "either in private industry or with government at some level—federal, state or local."

If enacted into law, the amendment would commit the government to take whatever steps are necessary to see that by June, 1968, at least 97 per cent of the workers in the labor force were employed. This 3 per cent gap, it was reasoned, would allow for turnover, seasonal work, and frictional unemployment.

In its declaration of findings and policy Rep. Gonzalez' bill fully identified the bulk of the problems affecting the society:

"This period . . . has been one of profound economic and technological change. These changes have taken place at a time when the rate of economic growth has been substantially less than that necessary to absorb the combined pressures of rapid labor force growth and labor displacement caused by technological change.

"These factors, in combination, have tended to impair the development of the maximum employment policies set forth in the Employment Act of 1964, have contributed to the rate of unemployment and underemployment, have limited the nation's ability to meet its domestic and international commitments, have increased pressures on an already inadequate educational system, have retarded economic opportunity for millions of our citizens, and have spawned conditions of deprivation which foster delinquency, crime, racial discrimination, and poverty."

Rep. Gonzalez' bill would amend the Employment Act to read that it

shall be "the continuing policy and responsibility of the federal government to use all necessary means to create and maintain, in a manner calculated to foster and promote free competitive enterprise and the general welfare, (1) the right to work, under conditions which will provide useful employment, including self-employment, for all who are able, willing, and seeking to work, and (2) an economic policy to develop and maintain rapid economic growth, maximum employment, maximum production, and maximum purchasing power under conditions of reasonable price stability."

The bill then offered several methods by which the objective could be achieved, including an annual economic report submitted to Congress by the President giving an analysis of employment conditions in the United States.

Gonzalez' bill was referred to the House Committee on Government Operations. It was figuratively buried by being further referred to the Subcommittee on Executive and Legislative Reorganization, an unlikely pigeon hole for a measure of this nature.

It is probable that H.R. 12090 will die in this session of Congress for want of support. Those who shout loudest for the "right to work" wouldn't touch the measure with a 10-foot pole, proving that the RTW slogan is really only a phony phrase used as a weapon against unions.

What's This

Consumer 'Quality' Index Muddles Price Picture

There is a new line of hokum being directed at the American public to the effect that, yes, prices are rising but consumers are getting more for their money so they're actually coming out ahead.

This new image of the dollar's muscle in the marketplace is being sold by *status quo* protectors wielding the Consumer Price Index which is prepared regularly by the Labor Department's Bureau of Labor Statistics.

As it happens, the BLS does take into account—where practicable—quality improvements of products in computing the Consumer Price Index.

The best publicized and most recent example of this practice was the BLS calculation that while prices increased on most new car models this year, the consumer actually has been paying .7 per cent less for 1966 autos because of added safety features and other quality improvements.

The Same Dollar

Whether such an assessment is accurate or not depends on how much credence may be attached to the BLS method of reaching this conclusion. Nevertheless, this year passenger cars *do* cost more—safety and quality improvements or no—and they are still bought with the same dollar which represents a specific part of an individual's income.

Certainly unimpressed by this consumer "quality" index is the wage earner who decides to buy a car this year even though his income is unchanged from last year. It cannot be denied that a higher percentage of his income must go into transportation.

In other areas wherever possible, the Consumer Price Index takes into account improvements in goods and services such as the price of color television sets and the fee for better-equipped hospital rooms.

The creators of the Consumer Price Index have yet to determine how to gauge quality deterioration as well as improvement. Again in the automotive industry, it has often been charged that Detroit's models come off the assembly line with built-in obsolescence.

Neither is there a measurement for the worth of medical care (is it better or poorer?), education, public transportation, and other services. What is the ratio between quality and cost in these areas?

The quality measurement surely must fail to impress every American who has to pay increased federal, state, or local taxes on his income and property, plus the hundreds of hidden taxes that rise with a similar rapidity. And what about the home buyer who, as of mid-April, must pay a higher interest rate on FHA and VA loans?

Saving Money

There are scores of other areas in which quality has nothing to do with increased living costs—particularly food, insurance, home repairs, etc.

The Consumer Price Index will always reflect what the merchant or seller is willing to charge and what the purchaser is willing to pay, quality notwithstanding.

The notion that consumers are coming out ahead because they are

getting more for their money is the same kind of logic used by the housewife who buys an unneeded item for \$19.95 because it's marked down from \$29.95 and therefore she feels that she is saving money.

There will always be varying degrees of quality in goods and services available to the consumer who has equally varying degrees in taste and want that all too often are regulated by still equally varying amounts of available cash.

Hoffa Dinner Postponed

The testimonial dinner honoring Teamster General President James R. Hoffa which had been scheduled for May 10th in San Francisco, has been postponed.

The testimonial dinner committee announced the postponement because of demands on the time of Hoffa and members of the committee in connection with arrangements for the 19th Convention of the International Brotherhood of Teamsters which is scheduled for July 4, 1966.

The testimonial dinner will be rescheduled in the Fall of 1966.

Emblem Wearers



These Teamsters, all members of Local 281 in Portland, Ore., and employed by Overall Industrial Supply, a laundry rental firm, proudly wear the team-and-wheel emblem on their jackets. Shown are (left to right): Jerry Casey, Earl Enyardt, Jim Martin, Bob Bomar, Ron Gimarelli, Jerry Mustard, and Ralph Meckfessel.

Good and Bad**Opposing Views on Guideposts
Heard at Bankers' Meeting**

WORDS of criticism and praise of the wage-price guideposts were aired in a symposium on business-government relations at a meeting of the American Bankers Assn., in late March.

Taking opposite views were W. Allen Wallis, president of the University of Rochester, and Otto Eckstein, economics professor at Harvard University.

Wallis called the guidelines "an unmitigated evil." Eckstein, a one-time member of the President's Council of Economic Advisers who was considered the guideline expert for that group, praised the guideposts.

Money and Credit

Wallis asserted that there was only one way to achieve the price stability at which the guidelines purport to aim, "and that is to control the rate of growth in the stock of money and credit."

Regarding wage guidelines, Wallis said it was impractical to tie wages in each industry to trends in average productivity for the whole economy.

In a declining area, he said, attempts to increase wages in line with national increases in productivity would reduce employment opportunities. In expanding areas, wage increases in excess of national productivity increases are frequently made and serve a useful purpose of inducing labor to enter the area, as well as helping to pay moving or retraining costs.

Inevitable

Wallis also said that "if effective demand exceeds the supply of goods and services, the government can best serve the public interest by not attempting to interfere with the rise in the level of wages and prices that is then inevitable."

He added that government intervention—through wage and price control or guidance—will not be without consequences; namely, lowering the efficiency of the economy and causing inequities and injustice while failing to maintain the purchasing power of the dollar.

Eckstein claimed that both business

and government learned a lot from recent federal intervention in pricing actions, and that both now have a greater appreciation of each other's problems and viewpoints. He anticipated that business and government will increase their informal contracts, and "that understanding of price behavior within the guideposts will become general."

On the labor side, Eckstein noted that the labor movement has never endorsed wage guideposts, but that nevertheless the guideposts have been a real factor in several important negotiations, "and I'm sure they will play an increasingly important role."

Labor's Discontent

Eckstein spelled out why he believed organized labor's discontent with the wage guideposts should be easy to understand:

"First, the necessity of formulating fair labor standards policy within the guidepost framework—even with some allowance for the low-wage exception—runs counter to labor's normal aspirations.

"Second, the unwillingness of Congress to repeal Section 14(b) of the Taft-Hartley Act has reduced the spirit of cooperation in the labor movement.

"Finally, and most fundamentally, during these five years of expansion the rate of profit per unit of capital has increased substantially more than the rate of wages paid per hour. This disparity is inevitable during a period of cyclical recovery, for profits always fluctuate more than wages; they fall more in recession, rise more in expansion.

Longterm Trends

"The guideposts are geared to long-term trends. With wages rising by the long-term productivity trend and prices stable on the average, a cyclical swing in the distribution of income between profits and wages is to be expected. This source of friction should therefore disappear. Should the rates of return continue to outstrip wages, it would be evidence that guideposts are not working on the price side. . . ."

Eckstein concluded that, in his opinion, the guideposts looked pretty good compared with the alternatives which he identified as wage escalation tied with cost-of-living increases, tough antitrust policies, and direct regulation of wages and prices.

Scout Helpers

Teamster Local 89 of Louisville, Ky., recently helped sponsor some of the activities of the 1966 Scout-O-Rama in the Louisville area. Paul Priddy and Marion Winstead, president and secretary-treasurer respectively of Local 89, are shown here (center) donating a \$200 check to George Howard, Scoutmaster of Troop 338 in Louisville, while members of the troop pose for the picture.

● Nurses Get Restless

Nurses, as teachers have before them, are beginning to become more militant about the need for improving their wages, hours and working conditions.

New York City was the scene in recent weeks of a massive nurse resistance to the *status quo* as nearly 500 of them resigned from jobs at nine city hospitals.

The nurse resignations were a reaction to the city's offer of a \$240 annual wage raise. The nurses wanted a \$1,250 pay hike that would bring them up to an annual income of \$6,400 plus overtime pay and night differential allowances.

● Boom in Dividends

Corporations paid 12 per cent more dividends to stockholders in the first quarter this year than in the same period last year, according to the Commerce Department.

Total dividend payments reached almost \$5.2 billion in the first 3 months of 1966 with nearly \$2.9 billion of the cash being handed out in the month of March alone.

Biggest gains, said the Commerce Department, were in finance and electric and gas utilities in the non-manufacturing industries, and in textiles and leather, paper and printing, transportation equipment and automobiles in the manufacturing category.

● Highway Contracts

A total of 6,113 federal-aid highway and bridge construction contracts were awarded during 1965 at a total cost of \$4 billion.

The Bureau of Public Roads said the figures represented a decrease of 668 contracts and a 4 per cent drop in total dollar value of the contracts compared with the figures for 1964.

Contracts awarded in 1965 averaged about \$647,600. They ranged from as low as \$25,000 to as high as \$24 million.

● Truck Flexibility

The trucking industry has contributed greatly toward solving the nation's problem of recurrent economic cycles of booms and depressions, in the opinion of John E. Amos, chairman of the board of the American Trucking Assns.

Noting that traditionally a key factor influencing economic cycles is that of too large inventories, Amos said the ability of trucks to move freight flexibly

has freed businessmen to release inventory capital and escape major risk.

"By spoon feeding inventories," Amos said, "trucks have allowed the businessman to concentrate on his major activity—the making, distributing and selling of goods."

He added, "the formerly devastating shocks of sudden shifts in consumer tastes, or an unexpected change in product emphasis, are now more easily absorbed. . . ."

● Food Slogan

Sensitive about its slogan, "Food is a bargain," the Grocery Manufacturers of America, Inc., are searching for a new one.

The reason, according to Paul S. Willis, president of GMA, is that consumers have been resenting the slogan what with the upward surge in food prices.

Now the GMA is looking for a new slogan that would be less controversial. Best bet so far—and it, too, could be controversial in poverty-stricken areas—is "Food—America's greatest blessing."

● Dangerous Shipments

An unusual transportation conference was scheduled for the first two weeks in May at Geneva, Switzerland, where delegates from around the world were to consider an international agreement for the packaging and labeling of dangerous goods.

The meeting was expected to draft a uniform plan acceptable to various governments to permit the transportation of such items as radioactive materials, liquid hydrogen, nitrogen tetroxides, and the various hydrazines and chlorides from manufacturer to consumer.

The problem now is that many international shipments must be repackaged and relabeled upon arrival in a foreign country—a procedure which takes both time and money.

● Battery-Driven Auto

For three years, the Electricity Council of Britain has been engaged in research on the development of a battery-driven electric automobile with some success.

Auto manufacturers have shown interest in the results which claim that small electric cars, which could be battery charged off the mains, could be operated for as low as a half cent a mile.

The small autos would average a life of more than 10 years, have the advantages of easy parking and being noiseless and fumeless, and have a cruising range limited at present to 50-60 miles.

● Down-to-Earth Banker

Mary Roebling, millionairess who has the Trenton, N. J., Trust Co., as a home base, recently offered a hot tip to working girls who worry about keeping their pearls bright and glistening.

Mrs. Roebling, who happens to own one of the world's most precious strands of matched pearls valued at more than \$200,000, advised working girls to wear their pearls on the job. Said the lady banker:

"Your pearls will die into dullness in a bank vault, but the natural lubrication from the skin will keep them glowing and alive."

● Rich Chiselers

"The richest men in New York are a bunch of welfare chiselers," was the charge leveled recently by Michael Harrington, noted author on poverty.

Writing in the New York *Herald-Tribune*, Harrington commented about the threat of the New York Stock Exchange to pull out of New York City if Mayor Lindsay went through with a plan to increase the maximum levy on stock sales from 4 to 6 cents a share.

"If this were a labor dispute," Harrington said, "such conduct would be quickly described as an irresponsible strike against the public interest . . . but (Stock Exchange spokesmen) represent the claims of money rather than wage earners, so he has as yet inspired little indignation."

Harrington charged that the stock magnates, in effect, were trying to shift the tax load to the poor in their demand to be "subsidized." He likened this to "welfare chiseling."

● Inflation Cause

Preliminary Gross National Product figures for the first quarter of this year show gross private domestic investment due to big profits as the leading element in inflationary pressures on the American economy.

Private investment was running at an annual rate of \$11.8 billion in the first three months of 1966—or 28.4 per cent more than during 1963 when the current climb began.

The figures explain why President Johnson has called on business to scale down its huge investments in the interest of keeping the economy from running away.

● L-M Reporting

The number of active labor organizations filing reports under the Labor-Management Reporting and Disclosure Act as of June 30, 1965, increased by more than 600 from the previous year to nearly 53,000.

A total of 52,268 unions that had reported in the past did so again. New unions filing initial reports totaled 1,675 while another 1,035 were terminated or canceled. The net total at the end of fiscal 1964 was 52,908 labor organizations.

Reports filed in the same period by labor relations consultants and employers totaled 420.

● Trucking Loans

Loans totaling approximately \$10 million were given to some 300 trucking companies by the Small Business Administration during 1965.

Altogether last year, a total of nearly \$671 million was handed out by the SBA to small businessmen, an increase of 17 per cent over the 1964 total.

● NAM Consistent

The National Association of Manufacturers is continuing its policy of opposing every bit of forward-looking legislation, every bill designed to help the weak, the exploited, and the under-privileged.

The NAM has come out in opposition to the "Demonstration Cities" program requested of Congress by President Johnson. Under this measure, there would be a coordinated attack on blight in the cities, including extension of mass transit projects.

In announcing its opposition to the proposal, the NAM complained that federal aid would "stifle local leadership" in doing a job that America's cities have found it financially impossible to do without federal aid.

● Voice-Wise Computer

A computer which can pick out and identify individual voices without supervision has been developed at the Purdue Electronic Systems Research Laboratory.

Two years in development, the computer identifies sound by breaking down data into a pattern. For the moment, the system is being applied to submarine identification and distinguishing between sonar signals of subs and fish at sea.

● Traffic Lane Markers

White plastic markers in place of traditional painted lines will be used in the future on all multi-lane freeways, expressways, and two-lane rural highways in California.

California highway officials say 10 years of testing has shown the circular markers to be successful in terms of decreased accident rates.

The markers are four inches in diameter and three-quarters of an inch thick. They are held to the highway with epoxy glue. Some of the markers are reflective so they may be easily seen at night.

Special recessed markers which will not be damaged by snow removal equipment are being developed for use in mountain areas.

● Tax Informers

Tax informers received \$597,731 in total "rewards" for supplying information to the Internal Revenue Service that led to the recovery of \$12.9 million in taxes, penalties and interest in the fiscal year ended last June.

The figures compared with \$565,254 given to 822 informers the previous year when \$18.1 million more in receipts was gained by the IRS.

WHAT'S NEW?

Pneumatic Screwdrivers, Nutrunners Offered

A portable, nonreversible pneumatic screwdriver and nutrunner is being offered in a compact, lightweight unit that provides a choice of direct drive, positive clutch drive, or adjustable ratcheting clutch drive. All models in the series are available with offset handle and trigger throttle or straight handle and lever throttle. Speeds range from 500 to 3000 rpm.

Single Step Deposits Wearfacing Alloys

By means of an oxy-acetylene process, wearfacing alloys can be deposited in a single step with a special torch with lever-controlled flow chamber. This chamber is fitted with a bellows module containing the cobalt-base wearfacing powder. This alloy is fed from the module, through the torch tip and flame, onto the base metal. The flow rate is controlled by the operator to assure the correct desired thickness.

Three Angles to Rearview Mirror

A new three-way rearview mirror is available for all truck sizes and mounts on existing standard brackets. The top and bottom sections feature swivel adjustments to provide driver with a clear view of both the stack or top load and the tires. The center portion is stationary for viewing traffic.

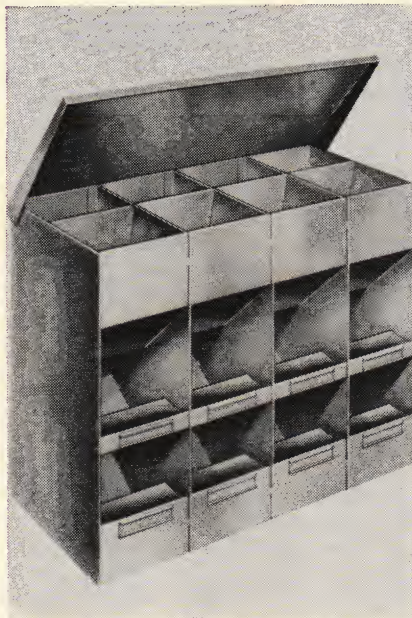
Modern Charger For 12-Volt Batteries

No controls, switches or timer are needed with a charger for 12-volt batteries that features solid-state electronic circuitry for fully-automatic operation. The compact model operates from an 110v AC electrical outlet and supplies the battery with the rate of charge needed—from a trickle to full 6-amp rated capacity. It then shuts itself off.

Adhesive Film Prevents Rust

Rust prevention is the major advantage of a new paint adhesive film that can be applied to any metal and forms a hard, tough film that sticks to any paint or coating. The firm, lasting bond between paint and surface is so secure that it prevents the formation of rust. No acid treatment is necessary before painting and since the paint displaces moisture, it can be applied to damp surfaces without waiting for them to dry. Once applied, it dries, ready for painting, in 30 minutes or less.

Hopper Bin is Real Space-Saver



Less than one square foot of bench area is required for the hopper bin offered by an Illinois distributor. Measuring 16¼" wide by 8" deep by 12⅝" high, this little giant is designed to store generous quantities of eight different small parts. Ideal for screws, nuts, bolts and other miscellaneous parts. Hoppers, filled from the top, are self-feeding. Cupped bottoms in openings below make contents easy to remove. It is finished in gray baked-on enamel.

Detects Dangerous High Exhaust Heat

Potential heat damage to the engine can be detected by an exhaust temperature indicator that registers on a dash-mounted gauge. A warning light or buzzer are optional equipment with

a kit that consists of a thermocouple inserted in the exhaust system, a dash-mounted temperature gauge, a connecting wire and a unit which activates the stylus of a new or existing tachograph. The exhaust temperature graph runs in the same chart as road speed and rpm.

Ultrasonic/Mechanical Small Parts Cleaner

A major manufacturer is presenting an ultrasonic/mechanical small parts cleaner in a compact console unit which also offers a plug-in auxiliary tank that handles larger items, such as gears and bearings. Features of the unit include a master control panel, full-time ultrasonic action and automatic reversing. Diesel injectors, small electrical parts etc. are cleaned, rinsed and dried in minutes.

Kills Microbes In Diesel Fuel

A simple, accurate device is offered to eliminate the microbial growths that cause fuel filter clogging in diesel-powered trucks. The unit injects biocidal additives into the diesel fuel as it is delivered to the fleet storage tank with no outside power source required. It has been demonstrated that, to be fully effective, biocidal additives can't just be dumped into vehicle or storage tanks. They should be accurately metered and blended into the fuel during delivery. To achieve this end the blender consists of a vane-type, positive-displacement liquid motor connected through a speed reducer to a plunger-type metering pump which is adjustable to the desired blend ratio.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

Side-Splitting Laughter

Salesman—These are especially strong shirts, madam. They simply laugh at the laundry.

Customer—I know that kind. I had some which came back with their sides split.

You Teller, I Stutter

She (to new boy friend)—Mother wanted to know what position you hold at the bank.

He—Teller.

She—How can I? I don't know myself.

Shrinking Shame

A tourist in Africa saw a hunter complete with helmet, rifle, and bush jacket, but standing only two feet tall, at the bar.

"Good gosh," he said to the bartender. "Who is he? How can it be that a big game hunter is so tiny?"

"Mr. Bedford," called the bartender. "Here's someone else who would like to hear about the time you told the witch doctor he was a big fake!"

On the Ball!

"Yes," said the personnel manager, to the job applicant, "what we're after is a man of vision; a man with drive, determination, fire; a man who can inspire others; a man who can pull our bowling team out of last place!"

All Fowled Up

A market speculator, asked his view of the stock situation, observed, "I'm neither a bull nor a bear at present; just chicken."

Cause for Alarm

One punch-drunk fighter to another: "Boy, did I have him worried in the third round! He thought he'd killed me!"

Don't Dot Your 'I's"

If your life is an open book, don't bore your friends by reading out of it.

Youth With Wheels

When son takes out the family car, father isn't worried so much about the upkeep—it's the turnover that bothers him!

He Stands Corrected

Mr. Knagg—I never want what isn't my own, and I have a right to my own when I want it.

His wife—Not when it's your own way you want!

No Change

"Would you care to join our debating society?"

"No, thanks; I'm already married."

Family Secret

"Bobby, I hope you didn't tell your daddy that you saw me kissing your sister last night."

"I didn't have to. Ethel woke us all up after you'd gone and told us herself."

Quiet In Order

Suggested slogan for teenagers: Cease and Detwist!

Tempted to Attempt

Visitor—Poor fellow, I suppose you were tempted and fell?

Convict—Yus, lady—tempted by a handbag, an' fell over a lousy dog.

The Tooth Hurts!

Dentist's daughter: Well, dear, have you asked father for my hand yet?

Shy suitor: No. Every time I step into his office I lose courage. Today I let him pull another tooth.

Dirty Talk

Girlfriend: "Is my face dirty or is it my imagination?"

Mechanic: "Well, your face is clean; I don't know about your imagination."

That's My Dad

A young lady had brought a boy home to meet her parents. When the young man left, the girl's father told his daughter that he didn't approve of the lad.

"But," pleaded the girl, "Harry doesn't smoke, drink or gamble. He always attends church on Sunday. Now what can you find wrong with him?"

The father stood scratching his head, then replied, "You can never trust a liar."

Consolation

A wealthy but elderly spinster had finally taken the plunge and married a man some years her junior. After she returned from her honeymoon, she was telling some friends about the trip.

"And do you know," she related, "that on the third day of our honeymoon Bill won first prize in the Irish Sweepstakes?"

"Good gosh," exclaimed a male listener, "three days too late!"

No Easy Eights

Teacher: If one and one makes two, and two and two makes four, how much does four and four make?

Pupil: That ain't fair, teacher. You answer the easy ones yourself and leave the hard one for me.


Real Rocky

"Why are you standing there throwing stones at the poor little boy?"

"Because I don't dare get any closer. He's got whooping cough."

FIFTY YEARS AGO

in Our Magazine



Vol. XIII

(From the May, 1916, issue of the TEAMSTER)

Number 5

Enemy Within Ranks Of Labor Described

The danger that threatens the labor unions of this country from the enemy within the ranks has often been forced upon our attention; in turn, we have pointed to this same peril, generally alluding to some self-seeker who would endanger the well-being of all while trying to advance his own ambition. But the "danger from within" we would point to in this article, while just as imminent, and liable to lead to destruction, has nothing to do with those who seek self-advancement at the cost, or to the danger of their fellows. These at least are alive to their own interests as they see them; are aggressive and active. And, if there is danger in their machinations it is largely due to the large and apparently growing class to whom this article applies.

The "stay-at-home" union man; the kind that is always too tired, too busy, or too careless to attend his local meeting; the man who is never present on election night and then howls about the kind of officials that are elected; the delegate who is sent to represent him at the conventions.

If a business man should say that he was too busy to attend a meeting of the stockholders of a corporation in which his all was staked, we should not be surprised if his individual holdings were sacrificed. We can scarcely imagine a man of affairs so careless of his interests; we could only imagine it possible in some young spendthrift who had inherited, but never earned.

Don't let anyone else attend to what is your affair. Attend to it yourself, and then only can you be sure that your interests are considered and protected.

COURTS URGED TO PROTECT WORKERS

As society and industry are organized today the individual is helpless. The problems which affect the several groups in society can only be worked out through collective effort, and labor has the right to expect that as the industrial problems are being worked out, no right or privilege will be allowed to any one group which is not fully granted to the others.

Labor believes that the courts should set aside as antiquated, impractical and unjust much of the common law based upon judicial precedents which are established at a time when the conception of the relationship between employers and workmen differed from what it is at present.

We have passed the time of owner and slave; the implication contained in the term "master and servant," as applied years ago is repugnant to our present conception of the workers' rights as free men and citizens.

CORRESPONDENCE

Brother August Riedel writes from Muskegon, Mich., that during the past year the trades union movement there has had a continual fight on its hands in the efforts it has made to strengthen its forces. The discrimination of the employers has been such that they have prevented many of our active workers from securing a job at their trade, and while there has been plenty of competent workmen walking the streets of this city in search of employment, yet the employers have almost unceasingly advertised the scarcity of workmen of all trades in our city, and they have used every trick known to their class to flood our city with idle workmen.

Local 449 Reported On the Right Track

Local Union 449, Market and Commission House Teamsters of New York City, are reorganizing and have started an organization along clean, manly, up-to-date business lines. All of the former tactics pursued by the representatives of this organization are going to be eliminated. This union was a powerful one and had done great things for its membership as long as it was run in accordance with the principles of trade unionism; but just as soon as the union allowed itself to step on the wrong track, at the suggestion of some of its former members, just that soon did the organization start to go down, because internal wrangling and fighting took place, and dissension and disruption were the result.

Brother Cashal has reorganized the local union and is presiding over its meetings and instructing its officers as to the laws of the International Union and as to their duties as union men. They have already initiated about three hundred members and the union is bound to prosper and grow.

Labor Hailed As Hope of Workers

It's in the air—a vibrant hope that sees leading into tomorrow a road to better things. It's a contagious something, an infectious spirit of courage and inspiration that extends from the toilers of packing house towns to those actors behind the footlights; from the teachers in the public schools to the yet unorganized workers in the steel plants; from employes and clerks in the Federal Government to miners delving far down in the depth of mines. To highly skilled and to unskilled, to those with high standards of living and those with low, to those of American customs and ideals, to those yet unfamiliar with the traditions and the language of our land, there comes the vision thrilling with new opportunities, with the assurance of the attainment of rights and justice.

This thing which brings hopes to so many, which points out the road to better things, is that force called organization.

Organization is the way whereby the toilers of all ages have found redress from wrongs and have secured greater opportunities.

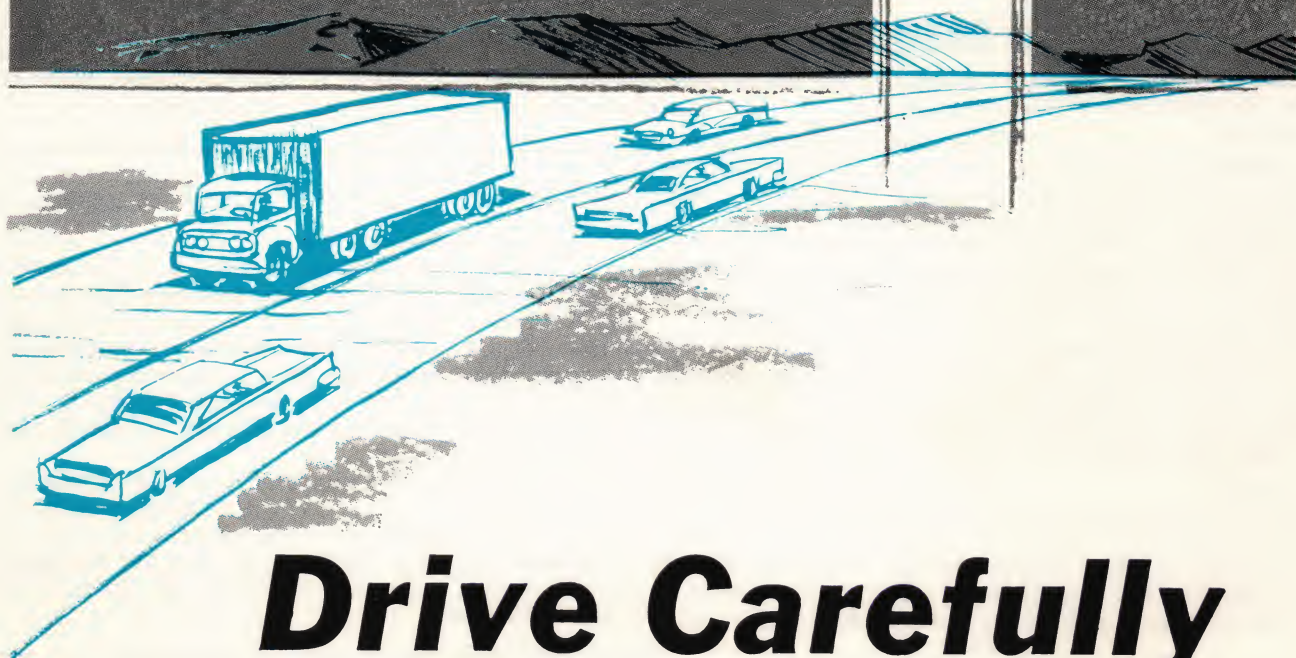
Cincinnati Drivers Report Wage Gain

The Bakery Wagon Drivers in Cincinnati, organized about three months ago, are reported to be in splendid condition. They have just been successful in obtaining an increase in wages of about \$3.00 per week for their men. All of the large baking concerns are organized and the best of feeling prevails. Strictly union shop conditions prevail and the men all wear the union buttons in a conspicuous place in order to show that they are not ashamed of their organization.

They pay one dollar a month dues and everything they do is up to the standard. They are working now in harmony with their employers and we hope and trust this condition will always continue, not only for the bakery wagon drivers' union, but for all of our unions in the city of Cincinnati.

Highway
is
YOUR
Business

SAFETY



Drive Carefully